

GENERAL PERIODICALS



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- Power Supply Operation

GE News

GENERAL PERIODICALS
NON-CIRCULATING

Vol. 72, No. 5, April 12, 1991

Jim Rogers to lead GE Motors

Jim Rogers began this week as the new business leader of GE Motors. It is expected that Rogers will be named a vice president at the next meeting of the GE Board of Directors on April 23.

Rogers joins GE Motors from GE Capital Fleet Services in Minneapolis where he was president since 1987. From 1986 to

**'GE is behind
the business
and wants to
see it win.'**

1987, Rogers served as the vice president and general manager of GE Credit Corporation Home and Recreation Financial

Services Department in Charlotte, N.C.

In these assignments he earned

recognition for significantly improving the performance of these two businesses.

Rogers is considered a strong advocate for the Work Out and Best Practices processes. His business is viewed within GE Financial Services as a role model for these business processes.

His leadership style will complement the successful Work Out initiatives already in place at Motors, according to Lawrence A. Bossidy, vice chairman of the board and executive officer.

In a meeting with the business leaders on Monday, Rogers said GE is behind the business (GE Motors) and wants to see it win.

"I came here to build the business and to make it win. The faster we rally together as a team, the faster

we'll improve our competitive position," said Rogers.

"Creating value for customers, providing our employees a challenging and rewarding work environment and delivering competitive returns to GE will be the focus of our business purpose," said Rogers.

Rogers joined GE as a member of the Financial Management Program with the Medium Steam Turbine Department in Lynn, Mass., after graduating from Rutgers University.

In 1976 he joined the Drive Systems Department in Salem, Va., where he held several financial management positions prior to being named Manager - Special and Process Drives Product Section in 1980. He was



Jim Rogers

appointed General Manager - Aircraft Instrument Department in 1983. He joined GE Financial Services in 1986.

Rogers succeeds Steve O'Brien who has been named consultant to Bossidy.

Wellness Committee starts off running with activities

Neon pink hats have started to signal "Wellness Day" at most Fort Wayne GE locations for members of the Wellness Committee. They are wearing the hats as a reminder of the group's purpose to "keep GE employees healthy and physically fit," according to Steve Shoda, ACSO, the committee's leader.

The hats, which are union-made, are now available to all employees for \$5. They can be purchased through any Wellness Committee representative.

Besides the hats, the group has lots of plans. They are largely responsible for the recent health screenings in all local plants. "The group did an outstanding job, which resulted in an employee turnout rate of nearly 80 percent," said A.J. Ball, M.D., medical director.

While several wellness activities are being planned by the group, their next promotion is participation by Fort Wayne GE employees in the Corporate Challenge; it is scheduled for Saturday, June 8, at the YWCA, 2000 Wells St.

Activities include bowling, volleyball, basketball, tug-of-war, walking and running. People can also sign up for skits, banner design, cheering and volunteer help.

Registration forms are available from Ron King, ACSO; Shirley Lambert, Taylor Street; or Carl Maucione, Broadway.



Proudly displaying the new pink hats available to all employees are members of the Wellness Steering Committee. Pictured above in the front row, from left, are Ron King, ACSO; Franny Bustos, ACSO; Patt Murua, GEM/4-2; Pat Rotondo, ACSO; Bill LaVigne, ACSO; Shirley Lambert, GEM/Sec. 14; Bill Ludwig, GEM/WMO. Back row: Elmer Moses, STO/26-2; Mike Fuller, STO/26-5; Steve Shoda, ACSO; Daryl Butler, ACSO; Dave Bryson, STO/26-2; Fred Burke, ACSO. Other members not pictured include A.J. Ball, Medical Director; Mark Brattoli, GEM/19-5; Ron Fee, GEM; Carl Maucione, GEM/19-5; Ed Ransopher, GEM/4-2; and Stan Williams, PSO/26-4.

GE ranked best performer in corporate America

GE is *number one* in performance among the 1,000 largest non-financial companies in the United States according to *Corporate Finance*, a leading magazine of the financial industry.

The listing, called the "Performance 1,000," rates corporate performance in terms of how much value companies have created over time - rather than simply rating companies by size using such traditional criteria as sales, assets or the market value of a company's stock on a specific date. The magazine states this system "represents the first significant innovation in the art since the creation of the *Fortune* 500 way back in 1955."

The Performance 1,000 uses as its principal yardstick "Market Value Added" or how much value the companies have created for shareholders over a period of time in excess of resources committed to the company from such

sources as shareholders and lenders.

GE called 'stellar example'

Corporate Finance calls GE a "stellar" example of a company that has created value for shareholders by picking the right investments and managing them smartly.

"During the Eighties, Chairman Jack Welch transformed the industrial giant from a jumble of over 100 businesses into 13 streamlined units that all rank either No. 1 or No. 2 in their respective markets," said the magazine. "Shareholders should be ecstatic. At the beginning of 1980, General Electric's stock commanded a market value added premium of just \$860 million.

"By the end of 1990 (the latest point at which calculations have been made) its market value added had soared to \$32 billion."

Other rankings

After GE, other companies in the top 10 most successful companies, ranked by Market Value Added at the beginning of 1990, were Philip Morris, Merck, Bristol-Myers Squibb, Coca-Cola, Wal-Mart Stores, AT&T, Procter & Gamble, Johnson & Johnson, and American Home Products.

GE tops Forbes list, sixth in Fortune tally

GE jumped to the number one position on *Forbes* Magazine's "Super 50" list. The list is based on a composite ranking of revenue, profit, assets and market value. Exxon ranks second on the listing, followed by IBM. GE was second on the list last year.

GE is sixth in *Fortune* Magazine's 500 list, which rates only by revenue. The top five companies on their list are GM, Exxon, Ford, IBM and Mobil.

Pension Estimates by Phone
(for employees over age 50)
1-800-848-2964
Open 24-hours-a-day
Requires touch-tone telephone

Gifts to Red Cross Gulf Crisis Fund matched by GE Foundation

The GE Foundation will now match contributions by GE employees and retirees to the American Red Cross "Gulf Crisis Fund." Donations of \$15 or more will be matched through the Foundation's "More Gifts...More Givers" program.

The Red Cross is asking for financial help in raising \$100 million to support thousands of U.S. military personnel who remain in the Persian Gulf in the aftermath of the war, and in providing services to their families back home. Tens of thousands of

refugees, displaced civilians, and other victims of the war need Red Cross help.

Since August, the national American Red Cross has spent about \$2.3 million on crisis-related services, which the military service personnel receive at no cost.

GE employees and retirees who want to support the Red Cross Gulf Crisis Fund should make their checks payable to the "American Red Cross." If your donation is \$15 or more, on the memo line of your check write, "Eligible for GE Foundation Match." Send the check to:

■ American Red Cross
P.O. Box 37243
Washington, DC 20013
Attn: Gulf Crisis Fund

After mailing your check, call the GE Foundation Matching Gift Center at 1-800-462-8244. If you call from a touch-tone phone, you'll reach a "talking computer" available seven days a week, 6 a.m. to 12 midnight. If you call from a rotary or pulse-tone phone, your call will be answered by a representative, 8 a.m. to 4:45 p.m.

You'll need your Social Security number, the zip code of the organization receiving the gift (for the Red Cross, it's 20013), and the amount and date of your gift.

Six from Fort Wayne GE serve in Gulf operation

Three of the Fort Wayne GE employees who served in the armed forces as part of Operation Desert Storm have returned to work, and three are scheduled to return home soon.

Richard Brooks, Broadway; Leroy DeWitt, Broadway, and Michael Graudette, Wire Mill; have returned to work.

Harold Davis, STO; Michael Gingham, Taylor Street; and Hardy Grant, Taylor Street; are scheduled to return soon.

No employee from ACSD was called for military duty as a result of the Persian Gulf Crisis.



Cycle time reduction celebration

For the first 13 weeks in 1991, the Commercial Motor Requisition Services group beat its cycle time goal of five days; in fact, the group's average for the 13 weeks was 3.2 days! Roshan Chhabra (right), general manager of commercial and industrial motors, promised the group a treat when they met their goal. "This group did a remarkable job. Sometimes they had very demanding samples, and they did whatever was needed to get the job done. They set this goal, and they found a way to get it done." Also pictured are John Baughan, Tim Carey, Mike Pitzer and Dave Blake.

Pension estimates for employees age 50 and over available by phone

Effective April 1, 1991, all questions concerning pension benefits should be directed to Corporate Benefits Delivery (CBD), Bldg. 5-W, 1 River Road, Schenectady, NY 12345. The telephone number is 1-800-432-3450. CBD will respond to the pension inquiries you previously directed to the Fort Myers "800" number.

Employees age 50 and over now can obtain a pension estimate by calling 1-800-848-2964.

This new service was designed by GE Corporate Benefits Delivery to assist employees with their pre-retirement planning.

The new telephone service will calculate a pension estimate in about three minutes and can be requested anytime after age 50.

In addition, your request for a pension estimate by phone is completely confidential; no information is reported to your manager or to your employee relations office.

How it works

All estimates are calculated by a voice-response system and require that you call from a touch-tone telephone. The system is available 24-hours-a-day, every day.

When you call, you'll identify yourself by entering your four digit Personal Identification

Number (PIN) and social security number. (This is the same PIN you use for the GE Savings & Security program. If you haven't selected a PIN, call the GE Transaction Processing Center at 1-800-432-4313 and ask to have a PIN registration packet mailed to you.)

The voice response system will ask you to confirm your current annual pay, and will then ask you for the following information:

- Month and year of retirement
- Percent of expected pay increase in future years
- Your spouse's date of birth (if you're interested in a surviving spouse benefit.)

After the call, you'll be sent a written copy of the estimate at your home. This confirmation notice includes details of your pension calculation and an estimate of your Social Security benefits at retirement.

It's important to note that the accuracy of the estimate is dependent upon the information provided by you and may not precisely reflect the value of your benefits when you retire.

In addition, the telephone system does not replace the current retirement planning program; you should still contact your benefits representative well in advance of retirement.

GE Briefs

Pensioners to meet for season's last lunch, bingo

GE Pensioners will meet for a potluck luncheon and bingo at the GE Club gymnasium at 11:30 a.m., Tuesday, May 14. This will be the last meeting until the fall season. All pensioners and their spouse or friend are invited.

November reunion set for former HMO employees

The seventh annual reunion for employees of the Hermetic Motor Operation at Broadway is scheduled for Saturday, Nov. 2, at Goeglein's. Details will follow, closer to the event.

Elex Club seeks toiletries for charity

Toiletries - of any kind - are being solicited by the Elex Club to give to local shelters for the homeless and battered women. These articles may be sent through the company mail to the Elex Office, Bldg. 23.

GE News is back

Beginning with this issue, the *GE News* is back to its regular schedule of appearing three of four Fridays each month. Karen Horn, former *GE News* in 1984 and 85, has returned as manager of employee communication. The phone number for *GE News* remains the same: 428-3249.

Ads

For Sale:

- '51 Ford Ferguson Tractor 8 N, ex. cond; blade & plow; 489-9453.
- Casio MT-520 Keyboard w/drum pads & case; new; \$70; 745-7267.
- '86 Lebaron GTS, one owner; loaded; exc. condition; 432-7153.
- Smith Corona WP 75 word processor; software; like new; asking \$400; 483-2098.
- Kenwood car CD player adaptor & mount; \$328 value, will sell for \$225; 432-7927.
- Bedsprad, canopy, 2 pr. curtains, 2 toss pillows; purple & lavender; 483-4396.
- Chrome storerracks, hangars and showcases; 489-0843.
- Stereo record player, small Magnavox; \$10; 424-8691.
- Sofa chair, tan, good condition; \$35; 484-2147.
- '89 Dodge Daytona ES, blue; air; rear defrost; 5-speed; \$8,500; 693-6404 or 428-5153.

- Trombone w/case, exc. cond., \$150; 622-7196.
- '87 Ford Ranger XLT, V6 auto, ps/pb, air 30K; exc. cond. 447-2257.
- '83 Lynx Wagon, sporty, dependable; \$1,250; 426-2631 eve.
- Ring, size 6, 14K gold, 10 pt. diamond, \$150; 422-5671.
- DeWalt Radial Saw w/extra blades in good condition, \$150; 436-2346.
- Kenmore washer, like new, \$50; 432-3721.

For Rent:

- SW Apt, 4 lge rm & bath, 1st fl, all util. \$250; 747-4066.
- Apt Unfurn. SW, carpet, appl. basmt, laun. fcl., no pets; \$275. 489-3844.

Wanted:

- Trains, Lionel, American Flyer and Marx, any condition. 724-8011 eve.

MAIL INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail non-intra company address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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GE News

GENERAL PERIODICALS
NON-CIRCULATING

Vol. 72, No. 6, April 19, 1991

Customer, GE employee contact brings good results

Like most other Americans, Dorothy Carlisle and Dave Wilkins don't like to be in front of a group. But presenting in front of customer E-Z-Go last month was so rewarding, they are willing to do it again.

"I normally avoid any chance of being in front of people, but when I was asked to present our Daily Schedule Program to E-Z-Go, I said yes because I feel strongly about the program," said Dave, stacker for the battery truck line in Bldg. 4-2. "The Daily Schedule Program has given us the greatest success in promises kept in over 20 years."

Dave's job was to lead the group through the DC armature area and Phil Smith presented the DC assembly area.

Dorothy's part was to lead the customer group through the DC endshield assembly area where she explained some of the Work-Out team concepts and successes that her team (Team 4) has achieved. Dorothy assembles endshields in Bldg. 6-2.

E-Z-Go representatives were impressed with the presentation but were most

impressed by Dave, Dorothy and Phil. "Of all the programs GE is currently working on, none are more important to me

than employee involvement," said E-Z-Go Materials Manager Rusty Joiner. "GE associates who are actively involved on a day-to-day basis is GE's real strength. Dorothy, David and Phil did more to convince me of that program than anyone."

Dorothy said she *loved* talking



Dorothy Carlisle and Dave Wilkins were part of a team that gave GE Motors customer E-Z-Go a tour of the Broadway plant.

directly to the customer. "I liked being able to relate directly to the customer. In return, I get a feeling of what they want from us," Dorothy said.

"We can listen to management all day long about what the customer wants, but when you listen to your customer directly, that has a profound effect," she added. "You can go back to your co-workers and say 'we've got to work together.'"

"We're beginning to understand that in order for us to compete in the world marketplace, we've got to change our attitudes," Dorothy said. "Before, there was mistrust between the people on the floor and management. We're realizing that in order for us to survive, we've

got to change our attitudes. This is a new decade — a new time. We can't stick to the old way of doing things," she added.

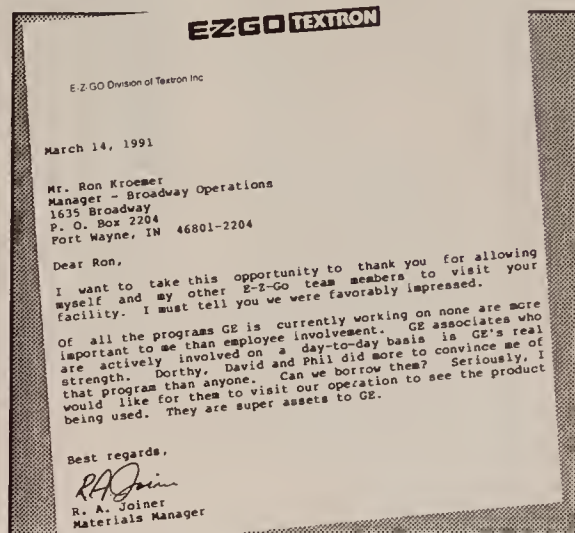
"I hope more people will get involved," Dave added. "We have a responsibility to help keep our jobs here in Fort Wayne."

After 29 years at GE, Dorothy

says she feels different about her work today. "It's a totally different feeling; it's better. It has been a slow process for us, but the Work-Out Program has had a lot to do

with it."

"This experience with E-Z-Go showed me 'you can make a difference and that people really do pay attention,' " Dave added. ■



This letter from E-Z-Go tells the story. (Reprinted with permission.)

***'This is a new decade
— a new time. We
can't stick to the old
way of doing things.'***

—Dorothy Carlisle

High cholesterol score surprises Doug Lee

Doug Lee considered his diet sensible: little red meat and cheese and not too much fat. That's why he was surprised when he, like many Fort Wayne GE employees, participated in the free cholesterol screening. His cholesterol level, 269, put him in the category of needing to review his diet and add more fruits and vegetables.

"I've always been in good health, I eat pretty sensibly, and I never thought I would have to watch my cholesterol," said Doug, a team leader in Bldg. 22.

"I've checked out a library book, and I'm going to pay more attention. It looks as if there can be some real negative effects if I don't." ■



Doug Lee has started to make some changes to lower his cholesterol level.

Trust protects employee and retiree pensions

GE employee benefits manager Tom Burns said that the year-end market-related value of the Pension Trust's assets was \$22.2 billion. "We still enjoy a favorable funding status," Burns said, "even though the actual value of the Pension Trust's assets declined by \$1.3 billion in 1990 because of widespread weakness in the financial markets during the second half of the year. Despite the drop, we have a solid pension trust to protect our obligations to current retirees and to fund the pensions of active employees and vestees who will draw plan benefits in the future."

GE's annual pension payments continued at all-time high levels and the obligations grow larger

every year. At the end of 1990 there were nearly 484,000 people with earned pension benefits, including 159,000 retirees and beneficiaries and 325,000 active employees and vestees.

"We have a large Pension Trust because we have obligations to nearly a half million people," said Burns. "A substantial fund is required to keep these pensions secure for the long term. The trust follows a sound, long-term approach to asset management. This enables the Pension Trust to withstand downturns, such as the market crash of Oct. 1987 and the 1990 second-half decline."

The Pension Trust is the means by which funds are dedicated for the benefits employees are earning under the Pension Plan. "Our goal is to make sure the trust is properly funded to pay the benefits employees and retirees have earned under the Pension Plan. A strong trust secures pensions and serves the interests of employees, retirees, and our businesses," Burns stated.

Goal is competitive pensions

Burns said that GE's continuing objective is to provide competitive pensions for employees. "The company has a long history of making improvements which keep our pension benefits among the best in the country. GE has improved benefits in periods when the trust had surplus assets and in times when it was underfunded. These changes in Pension Plan benefits reflect competitive levels in the labor markets from which we draw
SEE PENSIONS, Page 2.

Pension payments topped \$1.1 billion in 1990

Pension Trust backs up growing employee pension obligations

GE's Pension Trust paid out over \$1.1 billion in benefits in 1990. The payments went to about 159,000 GE retirees now receiving pension checks and others who are beneficiaries of deceased retirees and employees.

According to the 1990 GE Annual Report, the company's obligation for the future pension benefits of GE people increased by nearly \$700 million last year. This includes almost \$500 million in benefits that active employees earned for work performed in 1990.

GE's obligations, which are funded through the GE Pension Trust, were \$16.8 billion at the end of 1990. The GE Pension Trust backs up the company's obligations for benefits earned under the GE Pension Plan.

Early retirement good choice for Elsie

When Elsie Ausderan realized she could qualify for the Special Early Retirement Option (SERO) recently, she decided to take it. "I never dreamed I would be able to retire now, but I was so happy when I found out that I could, I couldn't believe it," said Elsie. "I have a nice retirement until I'm 62, and then I'll be eligible for more."

"GE has been good to me, but after more than 26 years, I was ready to retire," said Elsie. "I have good health and 12 grandchildren I want to spend more time with." Elsie also plans to spend more time at the Ausderans' summer home at Hamilton Lake.

On April 1, Elsie officially retired from her job in GE Motors as inspector for hardware assembly in Section 14.

Retirement for Elsie Ausderan is just as good as she expected. Her only problem is learning that



Recent GE pensioner Elsie Ausderan and her husband Jim are happy she qualified for the Special Early Retirement Option.

she doesn't have to be in a hurry anymore. "In the past, I always had to hurry to get things done," she said.

Another nest egg for Elsie is the security she has built through the Savings & Security Program. "I was in the S&S plan most of my years, and I'm sure glad I did. Anyone who works at GE and isn't in the program really isn't getting the wages GE wants to give them," said Elsie.

Although Elsie's husband Jim won't be eligible for retirement for a few years yet from his job as a painter for STO in Building 20, he is happy for his wife. "I like to see her doing things she likes to do."

Costs for retiree health, life insurance benefits are target of new accounting rule

Post-retirement benefits will be affected by a new accounting rule recently issued by the Financial Accounting Standards Board (FASB). It requires that these benefits be accounted for during each employee's working years on the same basis as pension benefits. The rule will add substantially to GE's current costs for retiree benefits, especially those for post-retirement health benefits.

The rule was established last December following several years of review by accounting professionals throughout the U.S. It requires all companies to recognize each year the expense of benefits, such as health and life insurance, that current employees will be eligible to receive when they retire. Anticipated medical inflation rates must be reflected in these expenses. Last year the medical inflation rate was more than 10 percent.

GE Vice President and Comptroller Jim Costello is responsible

Pension—

Continued from Page 1.

employees, not the funding status of the Pension Trust.

"Today, GE businesses are operating in a more globally competitive environment. As we consider benefit improvements and updates for active employees and retirees, we must remain mindful of our competitors, many of whom do not have the pension obligations that GE carries," Burns emphasized.

Burns pointed out that GE's pension obligations increase whenever Pension Plan benefits are improved. For example, guaranteed pension tables were increased in 1988 and 1990, and regular formula pensions for past service were updated in December 1988. The added obligations for these benefits must be charged to the operating results of GE businesses.

In addition to the \$1.1 billion paid in pension benefits, GE payments for retiree health and life insurance benefits were about \$350 million in 1990.

for the company's corporate accounting operations. He said the FASB rule will increase costs for GE businesses because these retiree benefits previously have not been accounted for until an employee actually retired.

For all current employees, GE will have to record and make up for the liability that is based on the years each employee has already worked for the company.

At present, GE's total liability for post-retirement benefits is \$4.2 billion. GE has already set aside \$1.5 billion for these retiree charges. The company's 1990 Annual Report showed that there is another \$2.7 billion that must be charged to operating results. "While the new requirements must be met by 1993, early adoption of this new FASB rule is encouraged," Costello stated.

GE employee benefits manager Tom Burns said the company is evaluating the potential impact of the new accounting requirements on the design of the post-retirement health and life insurance benefits that GE provides.

He said some companies have acted to limit their costs for retiree health benefits through means such as raising service eligibility requirements, increasing the contributions paid by retirees, and establishing limits on future company contributions for this coverage. A few companies have eliminated health benefits for future retirees while providing funding, he said.

"It's a tough problem," Burns said. "We'll look at all of our options as we consider changes in GE's benefits package this year."

GE Briefs

GE working with city on permit issue

Last week GE was in the local news as being named one of several area businesses in a legal suit filed by the Atlantic States Legal Foundation, a New York state-based environmental watchdog organization.

The suit alleges that the water that is discharged from Fort Wayne GE by pipe into the City's waste water treatment plant has violated the permit levels. According to Karen Horn, manager of communication, "This is a permit compliance issue and not a health or safety issue. GE's water discharges are subject to the most stringent federal regulations, applicable to metal framing and metal treating processes."

Horn said that GE is implementing a plan to achieve permanent compliance with the permit by installing "closed loop" systems at both the Wire Mill and Specialty Transformer. She also said GE has been in on-going discussion with the City of Fort Wayne and Atlantic States Legal Foundation.

Spring Golf Scramble set for June 1

The GE Spring Golf Scramble is scheduled for June 1 at Fairview Golf Course. The entry deadline is May 24. Tee off times will be given on a first-come, first-serve basis. Entry forms are available from Jeff Coffee, GEM/TS, or any league manager.

Today is deadline for Corporate Challenge forms

Registration forms to participate in the Northeast Indiana Wellness Council Corporate Challenge are due today, Friday, Apr. 19. Forms are available from Ron King, ACSD: Shirley Lambert, Taylor Street; or Carl Maucione, Broadway.

Events for the June 1 event include volleyball, tug-of-war and basketball. There are also "special rules" for bowling, a "prediction run" and a "prediction walk." People can also sign up for a skit, corporate banner design, volunteer helper or an observer.

The cost to participate in the Corporate Challenge is \$3 per person. All Fort Wayne GE participants will receive a GE t-shirt to wear at the event.

Most of the events will be at the YWCA, 2000 Wells St. Fort Wayne GE's Wellness Committee is sponsoring GE's participation.

Deaths

March: Edith Merle Canfield, Margaret W. Cox, Norman G. Culler, Lawrence Gase, Malinde E. Gehle, Wayne B. Getts, Martha E. Hallett, Alma M. Keller, Charles Kronmiller, Tunis R. Leaming, Paul Merkert, Howard C. Rentschler, Paul R. Rouch, Earl Wilbur Souers, Donald A. Stephan, Martha E. Weberus, Dorothy J. Whonselter.

February: William Bailey, Kenneth O. Coleman, Edgar C. Davis, Herbert H. Dial, Jerome C. Duryee, Horace D. Haag, T. Wayne Jones, Harold G. Josse, Clara Knoblauch-Ringenberg, Rosella J. Koons, Dale Lauer, Anna M. Lehman, Clara Linderman, Charles McClure Sr., William J. Reffe, Jerry Reed Robinette, Russell M. Simon, Melvin D. Warner, Rudolph F. Zelt.

Ads

For Sale:

'86 Leharon GTS, one owner; loaded; exc. condition; 432-7153.
Refrigerator, GE, Side by Side, no frost, \$500; 639-3244.
'85 Corvette, low mileage, stored winters, \$17,500, 489-3591
Tan Berne sofa, ex. cond., \$150; small tan rocker (tan print), \$25; 432-3836 after 5.
'86 Ltd. Ed. Buick Century gran sport, all options, \$6200; 447-4751 after 5.
'84 Plymouth Reliant, 4 dr. auto/AC, good running car, \$900; 447-4751 after 5.
Walnut kitchen cabinets, ex. cond., \$1000; 447-4751 after 5.

For Rent:

N. Myrtle Beach, S.C. luxury 2 room/bath vacation high rise, effc'y condo on beach; 216-526-1258.
Apt unfurn. SW, carpet, appl. basmt., laun. fld., no pets; \$275. 489-3844.

Policy: Ads must be received by noon on Monday before publication on Friday. Only one ad per issue may be submitted with no more than 40 letters per ad. Ads for the same item can be run for only two consecutive issues; the same ad may be re-run again after a 2-month period. The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Interview with GE's chief negotiator

Global competition, GE job package, future of businesses and jobs key subjects in 1991 union talks

Contracts with most unions representing GE employees will expire at midnight on Sunday, June 30. Separate national bargaining discussions with the IUE and UE will begin in New York on Wednesday, May 29. Discussions on over 100 contracts negotiated at the local level will also begin around this time.

For the company's perspective on 1991 bargaining, the GE News interviewed Don Doulong, GE's corporate manager of union relations. Doulong has participated in every national negotiations since 1976 and has served as the company's spokesman at both the IUE and UE tables. As GE's chief negotiator, he will head the company's bargaining team in the 1991 talks.

GE News: Don, what's the outlook for 1991 negotiations?

Doulong: I think we have a hard and challenging round of talks in front of us. The changing nature of competition and the competitive realities that are affecting our businesses and employees everyday will have a major influence on our discussions and proposals. While I expect tough bargaining, I also believe we'll reach a workable agreement that responds to the interests of GE employees and the needs of our businesses.

GE News: What do you mean by the changing nature of competition?

Doulong: The rapid growth of global business combinations has literally changed the competition in many of our key businesses. We are now up against new competitors from all over the world. For example, two European companies, Asea and Brown Boveri, have created a powerful alliance to battle GE Power Systems around the world, especially in the large North American market. GE Appliances is competing against the Whirlpool/Philips and White-Westinghouse/Electrolux appliance company combinations. Philips of the Netherlands and Osram of Germany are well-known lighting manufacturers who are vigorously challenging GE for leadership in world and U.S. lighting markets. Both Aircraft Engines and Medical Systems compete around the world. There are similar examples for almost every GE manufacturing and high-technology business. The impact of global competition is a reality that will have to be factored into our negotiations.

GE News: As a company, GE has done well. What does that mean for bargaining?

Doulong: You're right. GE has done well. In my view it's clearly better to work for a strong, profitable company than a weak one. GE has the resources to reinvest and to prepare its individual businesses for the future. Because of good performance over the last three years, we have been able to invest \$6.7 billion in plants and equipment and to spend another \$4 billion on research and development activities.

While it's natural to look back at past performance, the contract we're talking about is for the next three years. We have to understand the future impact of all proposals on each GE business and its employees. A bad deal for any of our businesses will ultimately be a bad deal for employees because it will cost jobs. A fair deal that reflects the future competitiveness issues of each business has to be our focus in these talks.



Don Doulong, GE's chief negotiator

GE News: Don, would you give your assessment of where GE people stand as we begin negotiations?

Doulong: GE jobs and pay have remained among the best in our plant communities. Our job package attracts many qualified applicants when we have openings and is certainly a key to our ability to keep the talented people who work for GE. When you look at the pay and benefits package our competitors provide their employees, you generally find that GE's package compares very favorably. I think that's a good place to be at the start of talks.

GE News: There's a lot of concern about the direction of the economy. What effect will that have on negotiations?

Doulong: There's no question that the economic slowdown has created an uncertain and difficult business environment. The recession is affecting our businesses, particularly those with short order cycles like Appliances, Lighting, and Motors. Continuing cutbacks in defense spending are being felt in Aerospace and other businesses. The state of the economy has certainly had a moderating influence on the size of some recent labor contract settlements. In fact, some of our competitors have negotiated concessions.

On the other hand, there are indications that inflation will lessen over the next two to three years. That should be a positive for employees and our businesses.

We'll try to develop an agreement which reflects present economic realities and the best assessment of the future. We know for sure that past results don't guarantee the future. There are some basic industries in this country that have committed that error, and they have paid the price in lost business and jobs. We want to avoid that kind of costly miscalculation.

GE News: What do you see as the principal focus of the talks?

Doulong: Obviously, we'll talk about a lot of subjects in the five weeks planned for negotiations. I see four areas that are key: wages,

pensions, rising medical costs, and job security.

GE News: What's your view on wages?

Doulong: As I said earlier, GE jobs are valuable, good paying jobs. Any wage offer has to recognize the competitive realities of our markets and the effect on costs. Every one of our businesses has strong competitors with good cost structures. We expect to look at all of our compensation options, including general wage increases, COLA, and cash payments. I won't know specifically what we'll propose until the negotiations process reaches its conclusion. But I can say that we must make an offer that is realistic and competitive when applied across the wide range of businesses that GE is in.

GE News: We hear a lot of discussion about pensions and GE's overfunded Pension Trust. What do you expect to discuss on retirement benefits?

Doulong: One key thing that has to be understood is the difference between the Pension Plan and the Pension Trust. The benefit levels are determined by the provisions of the Pension Plan, and that's what we'll be bargaining in negotiations. The benefits provided under the Pension Plan are company obligations that are independent of the Pension Trust's funding status.

The Pension Trust is simply the method for funding the benefits employees are accumulating under the Pension Plan. We have a strong trust, and I think that's a positive. The trust backs up GE's pension obligations and provides assurances to employees and retirees that their benefits are secure. Our Pension Trust offers a level of security which employees and retirees of many other companies with underfunded plans don't have.

Our objective in negotiations is to bargain competitive pensions for employees. Improvements in pensions are not cost-free just because the Pension Trust presently enjoys a favorable funding status. Any improvements will increase the company's pension obligations and must be charged to operations.

As I see it, our talks will focus on providing retirement benefit levels that are competitive. In the end, we expect to maintain a plan which provides, in conjunction with Social Security, a good level of total retirement income for career employees.

GE News: Employees and the company are concerned about medical care costs. How do you see the issue?

Doulong: This is a tough issue that every company is facing today. Medical costs are exploding at rates that are more than double inflation, and there is no letup in sight. Our medical plan gives employees very good insulation from the bulk of those cost increases, but the company has no similar protection. We are self-insured and the company's share of the costs are paid dollar-for-dollar by the businesses for their employees. This is obviously an important concern to management, and I anticipate very deliberate discussions on the issue.

We expect to maintain a plan with excellent protection for GE employees and families against the costs of a catastrophic illness and with good coverage that helps pay for routine care. Reasonable levels of employee cost

See KEY SUBJECTS - Page 2.

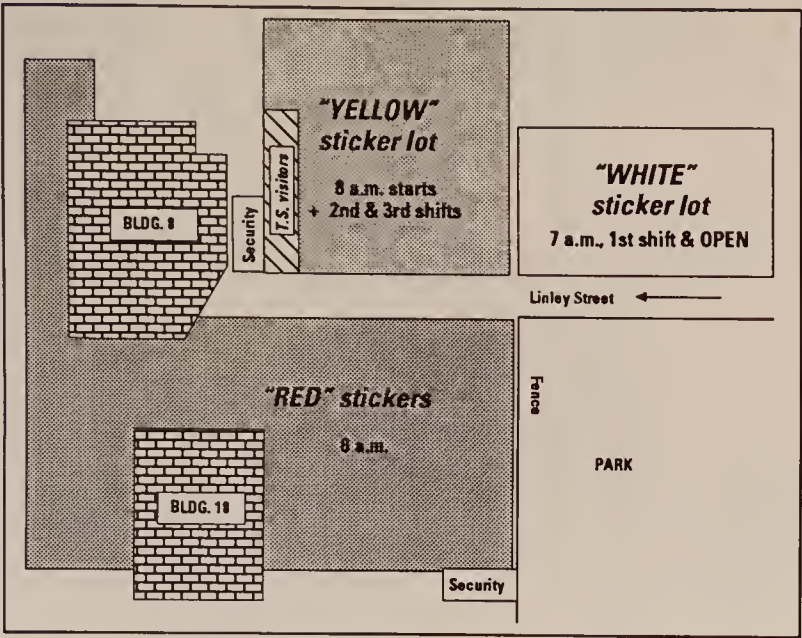
East Broadway parking change breaks down old barriers

Effective Monday, May 13, many East Broadway employees will be parking their cars in different places.

A committee representing both hourly and salaried employees has been working on the final plan for several months.

The basic principle of the new system is work start time, according to Mark Bringewatt, manager of organization and staffing.

The "white" lot (see diagram) is for employees whose work start time is 7 a.m. and/or first shift. It is also an open lot for overflow from the other lots. The "yellow" lot is for those who begin at 8 a.m., as well as second and third shift employees. The "red" lot is also for employees with 8 a.m.



work start times.

"We hope the new plan more accurately reflects breaking down of some of the artificial barriers," said Bringewatt.

New parking permits will be distributed soon, and old permits will be invalid after May 13.

Employees visiting from Taylor Street and other locations will park in the specially marked visitor section of the "yellow" lot. ■

Key subjects in 1991 union talks – CONTINUED FROM PAGE 1.

sharing through deductibles and contributions are an important element of plan design. It's critical that we find ways — I hope innovative ways — to help control these costs for both employees and the company.

GE News: Job security has been a key negotiations subject for the last decade. What are the significant issues this year?

Doulong: I know job security and employment stability are important concerns of employees. Frankly, true job security is something that ultimately can only be provided by the customers who buy our products and services. For the 1990s, the key to job security is our ability to sell quality products in the global marketplace.

Customers don't guarantee orders, so I think it's unrealistic to expect to find job guarantees in the terms of the contract. It is a fact that change is necessary to keep a business competitive. We can't stop change or do things that will cause us to lose orders in the marketplace.

Over the last decade, we have addressed the job security concern through a variety of pro-

grams that assist people in dealing with the effects of competitive change. The significant improvements in layoff, work transfer, automation and plant closing benefits under the Job & Income Security Plan were innovations that came out of negotiations. Those benefits provided substantial help to the employees affected by the changes GE has gone through in the last ten years. A 1988 innovation was the Special Early Retirement Option (SERO) in the Pension Plan for the term of the 1988-91 agreement. This option, which expires July 1, allowed longer service employees age 55 to 59 to retire with full pension benefits when they were affected by a permanent job loss event.

In the last three negotiations we have been quite creative in this area. But there are limits to what can be done, and I think we have responded to the needs of employees.

GE News: One final question. What's the likelihood of reaching a peaceful settlement?

Doulong: In any labor negotiations there's always the possibility

of a strike. While we haven't had a strike in over 20 years, I'm sure that both sides know the toll a strike can take in lost orders and profits for the company and lost wages, jobs and futures for employees and their families. I'm confident that both the union and company will work very hard to avoid that result.

I prefer to think positively about the bargaining process. GE and the unions have used the give-and-take of negotiations to reach workable agreements for the last six negotiations. It's critical for all of us to succeed again in 1991. As we talk for five weeks about the competitive realities of the business and the legitimate concerns of employees, I think we'll find the basis for a deal. I can assure you that our team is going to dedicate its full efforts to the achievement of a competitive and fair agreement. I believe the unions have a similar goal. As I said earlier, we have a hard and challenging round of talks ahead. But I'm a believer in the collective bargaining process, and I'm approaching these talks with confidence that we can achieve a peaceful settlement. ■

Briefs

Team Power ends May 31

The Team Power program will be coming to an official end on May 31. That is the deadline that has been set for redeeming idea shares for merchandise from the Maritz catalog. The deadline for implementing approved ideas is May 22, 1991. No additional Idea Shares will be issued.

Anyone who has extra Ideas Shares who wants to make a contribution to a good cause can forward the unused shares to Dave Koloszar, Bldg. 4-4, or Dick Schwartz, Bldg. 18-2. These shares will be donated by GE Motors to South Side High School.

In support of GE's commitment to promoting education, GEM has adopted South Side H.S. GEM employees have been volunteering to assist South Side students through activities, such as one-on-one mentoring programs and business skills building seminars.

Retirement Services deadlines set for 1991

Here is a 1991 schedule of due dates for benefit election papers to be returned to Retirement Services:

Pension Date:	Retirement Services must receive by:
June 1	May 5
July 1	June 3
August 1	July 8
Sept. 1	August 5
Oct. 1	Sept. 3
Nov. 1	Oct. 7
Dec. 1	Nov. 4

Quarter Century Club cards available

New Quarter Century Club members who have not received their cards can call Phyllis Penrose, Ext. 5427.

Top volleyball team ends regular season 18-0

Here are the top three teams in regular season play in the GE Club Volleyball League: 1 – "Dead Shorts," 18-0, Bill Copeland, capt.; 2 – "Better Netters," 15-3, Bill Freiburger, capt.; 3 – "Net Warriors," 14-4, Jim North, capt.

The winner of the championship tourney was "Better Netters."

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801.

Limit 40 letters, please.

Ads

Check one:

- ☐ For sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free
- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

Policy: Ads must be received by noon on Monday before publication on Friday. Only one ad per issue may be submitted with no more than 40 letters per ad. Ads for the same item can be run for only two consecutive issues; the same ad may be re-run again after a 2-month period. The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Bldg. _____ Home Phone _____
Signature _____

For Sale:

16' Hobie, ex. cond. stored 3 yrs; red, yellow, orange; \$1,675 or offer; 485-5214.
'88 Samurai Suzuki, rag top; 9,500 mi; ex. cond.; \$5,500; 436-7122.
YBCG, Piercetown, lot 59, \$500 + take over payments. 485-9165.
Color TV, console, 21"; electric grass edger. 482-1880.
Store counter, 10' long; upright piano; 745-0245.
Pr. pull drapes, beige, rust; pr. pull sheers, 9'x84"; 747-4013.
Baseboard heater, 10', good cond., \$10; 432-2730.
Concrete bird baths, full size, \$35; 744-5817.
Singer sewing machine w/cabinet, \$35; 693-2946.
Foley saw sharpening equip., 5 pcs., \$1,100; 637-3539.
Slide projector & beaded screen for slides; 478-5809.
'90 Salem Cobra 5th wh. camper, 25' s/contained, \$8,500; 1-833-2450.
Dishwasher, electric stove, 16 ds. bge carpet, round glass coffee table, antique dresser; 747-3905.

9 Drawer dresser/mirror/prev., Riccar sew mach.; 447-4327.
Car top carrier, 50" x 36" x 22"; \$35. 483-6929.
Dog house, large, well built; \$30; 486-7216 eve.

For rent:

N.W. 2 or 3 br. bsmt. house, \$275/monthly; 747-4066.
SW nice apt., 3 rms w/util, \$225/monthly, 747-4066.
Unfurnished nice 1,2 & 3 br w/util. Starting at \$200/mo.; 747-4066.

Service:

Good carpenter for construction and/or finish work; 493-0015.

What's for lunch

MONDAY, MAY 6: 6 oz. cheeseburger, fries, 12 oz. soda – \$2.89
TUESDAY, MAY 7: Big bbq pork sandwich, fries, 12 oz. soda – \$2.79.
WEDNESDAY, MAY 8: Jumbo swiss steak, one veg., 12 oz. soda – \$2.99.
THURSDAY, MAY 9: Chicken sandwich, fries, 12 oz. soda – \$2.99.
FRIDAY, MAY 10: Fish sandwich, fries, 12 oz. soda – \$2.99.



MAY 20 1991

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Fort Wayne, Indiana

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- Aircraft Control Systems Department
- Specialty Transformer
- Power Supply Operati

CE News

GENERAL PERIODICALS
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Vol. 72, No. 8, May 10, 1991

Motors employees talk with GE vice chairman

GE Motors moving in right direction: Bossidy

Twelve Motors employees had the opportunity last week to meet with Lawrence A. Bossidy, vice chairman of the board and executive officer, at a Roundtable to talk about what's going on in Motors. (Jim Rogers, vice president of GE Motors, reports to Bossidy.) Here is an account of the meeting:

Bossidy: I appreciate your taking time today to meet with me. I thought we could talk about whatever is on your minds. We all know that Motors is still in a tough business climate today. Let me start things off by asking how you feel things are going?

Carl Reinking (Manufacturing/Bldg. 4-2): We've got a lot of good things going on, and we're still working hard to make this a good business. We think we're making progress. What is the timetable for Rogers (Jim Rogers, vice president of GE Motors) to improve the performance of the business?

Bossidy: I don't think it's a matter of time. It's a matter of making this business competitive through quality, speed and total customer service. The plants are performing better overall, but, as you know, the economy has hurt short-cycle businesses like yours. There are some promising signs that this is going to be a good business. There are some good things happening in the plants that show we're on the right track.

Jeanette McLean (Technology/Taylor Street): I have seen lots of positive changes. In fact, I have seen a big change just in six months.

Bossidy: People are working hard to improve the business.

Ken Fehman (Manufacturing/Broadway): The people in the plants are more involved in the business today than we used to be. But there are lots of changes and lots of uncertainty.

Bossidy: We all live in an uncertain world. Motors is competing in a tough market. But GE is committed to Motors. That's why Jim Rogers is here. He's a visible, driven leader with good vision. I'm confident he is going to lead this team to make GE Motors the most competitive business in its served markets.

Steve Hood (Marketing & Sales/Bldg. 31-2): How much time does Jim have to show we can win?



Ken Fehman (left) poses a question to GE Vice Chairman Lawrence Bossidy (right) at a Roundtable last week with 12 employees from Motors. Also pictured are Carol Miller, Fred Andrews, Hood, Valerie Stephens, Marc Saperstein (corporate human resources) and Bossidy.

Bossidy: Again, it's not a matter of time, it's a matter of progress. We need to demonstrate continuous improvement in many areas. Our plants have to continuously work on higher and higher quality levels, our engineers have to pioneer new product developments for the future, and our marketing and sales team have to out hustle the competition for a greater share of our customers' business. We're confident this can be a winning business.

Fehman: For years, it seems little was invested in employee involvement activities, but I can see some real progress being made with Work Out. Is this process used everywhere in the company, and how are we doing compared to other businesses?

Bossidy: Work Out is at different stages and levels throughout the company. Motors has made a lot of progress with this process. We're finding this process is really encouraging people to be more involved in their businesses. The Company has made a lot of capital investments in Motors over the

years, but the question has been 'was it put in the right places'. We need to put resources where they will be the most effective.

Carol Miller

(Manufacturing/Broadway): I work in AC, and feel some uncertainty. People don't know where we're going or if we're going to be here. Do you see AC staying here?

Bossidy: Yes, at least for now. Jim (Rogers) will assess the business and he will be upfront with you if he thinks there will be any changes. I know that business is tough, but I think we're doing the right things.

Shirley Black (Technology/Taylor Street): What do you think of our joint ventures?

Bossidy: Some of the joint ventures have been a disappointment, but we need to look at each one individually. If we think they're just going through a bad period, OK. But if not, we need to look closer.

Fred Andrews (Human Resources/Taylor Street): Do you see any further plant rationalizations?

Bossidy: Perhaps, but I don't think so. We do have areas of limited and excess capacity which need to be addressed, but I don't see the need for any significant rationalization programs at the present time.

Shirley Lambert (Manufacturing/Taylor Street): Earlier you mentioned reward programs. Are there any specific plans?

Bossidy: We want to encourage more recognition in the system. We all need to take time to thank people for doing a good job. We often tend to emphasize the negative and ignore individual and team accomplishments. Motors people are good people. If the leadership sets the right direction, I'm convinced the people will turn it around.

Fehman: Our pay system is antiquated. What do you think about our pay?

Bossidy: I know that there are issues with the pay plans which must be addressed and I hope that we can take a fresh look and innovative approach to this subject. Other areas which also require a fresh look include work practices, workplace flexibility and the upgrade/displacement procedures. We must find ways of serving the customer better while being responsive to the needs of employees.

Fehman: We face so much uncertainty. I think if people knew what was coming, we would feel better and could do a better job.

Bossidy: I don't know of a way to

make any guarantees. This is a changing world and there are no guarantees; there is a lot of uncertainty. We need to focus as a team on being competitive to win in this business. Every GE Motors employee from Jim Rogers to the talented people on the factory floor need to be involved in improving the business. As I travel around to the different GE businesses, I can see places where the people have embraced Work Out and where they haven't. It doesn't take long to see where the Work Out is working effectively.

Hood: How do you measure Work Out?

Bossidy: I can see it in peoples' attitudes, in product quality levels, in cycle time improvements and in total cost productivity gains. Jim Rogers calls this timed based quality. Most importantly, we are hearing about the benefits of the Work Out process from our customers. Motors is the only business where Change Agents are both hourly and salaried. I think you're doing some good things here, particularly with the role that the Change Agents play in the Work Out process. Jim (Rogers) was a leader of Work Out at GE Capital. I think you'll see the program expand here to get more people involved in the business.

Bossidy: Let me ask you a question. What do you think we have to do to get better?

Jolene Heyerly (Finance/Bldg. 18-3): Work Out is a good process. Expanding it will help our business. It does get more people actually involved.

Fehman: At first when we went to Work Out meetings it was just 'more meetings.' But as we have progressed, we can see that we are spending time wisely and getting things done. It's worth it.

Carol Miller (Manufacturing/Broadway): What I'm hearing is that we want to get rid of boundaries, but there are still boundaries, particularly between salaried and hourly employees.

Bossidy: That's not just a problem here, and it won't change overnight. The change will come, but it will be over time. Unfortunately that's something we can't change by showing a film or making a speech. But it will happen over time as more boundaries will be broken. When you see things getting bogged down, you should speak up. I believe that people want to do the right thing, and they want to be involved.

Dale Harber (Marketing & Sales/Bldg. 31-1): You mentioned our business is down because our

See MOVING. . .Page 2.

Broadway group volunteers to review supplier materials

Eighteen volunteers representing several functions have formed a problem-solving focus group to identify and solve any problems with materials and/or suppliers. Ron Kroemer, Broadway plant



Carl Reinking (left), production facilitator, listed the problems a special materials focus group identified in their first meeting. Also pictured, (from left to right), are Jerry Etzler, LeRoy DeWitt, Dennis Pauze, Pat Koehl, Dave Pennell, Linda Roop, Dorlean Curry, Alan Scott, Rhonda Gage and Ron Colpetzer.

manager, spoke about the need to reduce the cost of carrying unnecessary inventory in the plant. "We need to work together with our suppliers to identify ways we can keep our costs down and yet have the materials we need to meet our customers' needs."

The group will focus on the total value of the material, not just the price, stressed Kroemer.

"We hope to be pro-active in working with our suppliers; communicating with them can help us add value to the products and what we do with them."

Besides manufacturing employees, the group had representatives from engineering, sourcing, quality and technical support. ■

Moving in right direction. . . Continued from Page 1.

markets are down. Do you think Jim (Rogers) will take a more aggressive role?

Bossidy: Jim Rogers is a very capable leader. One of the reasons he is here is to make sure we have the resources to go at our competition. I think you'll see some new strategies which will drive his vision for competitiveness.

Hood: You called Motors people 'good people.' How would you describe the ideal GE employee, and is there a different definition for hourly and salaried?

Bossidy: The answer to the last part of the question is 'no.' There is no difference. We should have the same values, and number one on that list is 'integrity.' Other values are making sure you are personally contributing to the efforts of the team. We should be dedicated players. We should be proud that we work for GE. Sure, we're not a perfect company, but I don't let anybody criticize GE. I'm proud of GE. We are all here together to make our business better.

Dale Harber (Marketing & Sales/Bldg. 31-1): Did Jim Rogers come to Motors with a list of priorities?

Bossidy: He didn't get a list, but we had a discussion about our expectations for the business. We need our priorities to be serving the customer first, quality and productivity, and creating a proactive work environment where hustle and execution become our competitive edge.

Lambert: Overall, how do you think we're doing?

Bossidy: We're making headway in several areas. We have better customer relations and better quality. We still see some opportunities to be addressed, but we're on the right road. We can be the most productive if we can get everyone working together on the same problem. It's up to each one of us to make it happen. We have to be realistic and optimistic and keep our heads up, and point out the good things we're doing. ■

What's for lunch

MONDAY, MAY 13: 6 oz. cheeseburger, fries, 12 oz. soda - \$2.89
TUESDAY, MAY 14: Big bbq pork sandwich, fries, 12 oz. soda - \$2.79.
WEDNESDAY, MAY 15: Double portion spaghetti - \$2.65.
THURSDAY, MAY 16: Chicken sandwich, fries, 12 oz. soda - \$2.99.
FRIDAY, MAY 17: Fish sandwich, fries, 12 oz. soda - \$2.99.



Ralph Hill recognized for support of guardsmen

Facilities Maintenance Coordinator Ralph Hill (far right), received an award from the Air National Guard for his support of guardsmen and reservists. Bob Work (second from right) nominated Hill, his supervisor, for his support. The award was presented by Major David Ver Valin of the Civil Engineering Squadron. Also pictured are Ron Richmond and Greg Emrick, both guardsmen who also work with Hill. Work said Hill cooperates well with the military people. "We don't have to worry about our paychecks or getting off, with Ralph. It's a real advantage to have a supervisor who is people-oriented." Hill said the GE company policy allows him to support the guardsmen. "We just schedule around them," he explained. ■

S&SP Investment Performance

Year to-date March 31, 1991

Stock/Fund	Mar. 28 Unit Value	Mar. 28 Yield	Total Rates of Return				
			1991 YTD	Rolling 1 Yr.	Rolling 5 Yr.	Rolling 10 Yr.	From Incept. (If Appl.)
GE Stock	\$69.63	N/A	21.4%	11.1%	15.5%	19.4%	N/A
RCA Fixed Income	41.70	9.84% ¹	2.3	10.5	N/A	N/A	N/A ²
GE Holding Period - 1988 Contribution	10.00	9.56 ³	2.3	9.7	N/A	N/A	9.7%
S&S Short Term	10.10	7.86 ⁴	2.2	9.2	N/A	N/A	9.2%
S&S Long Term	11.32	8.69 ⁴	2.5	13.4	8.4	14.2	N/A
S&S Money Market	10.00	6.98 ⁴	1.8	8.2	N/A	N/A	8.0%
S&S Mutual	36.33	N/A	14.0	14.3	11.3	13.5	N/A

¹ 30-day yield for period ending March 28, 1991
² 7-day yield for period ending March 28, 1991
³ The RCA Fixed Income Fund was incorporated into S&SP Program as of 7/1/89
⁴ Other funds commenced operations as follows: S&S Money Market Fund 11/1/86 and S&S Short Term Fund 1/1/89

Ads

For Sale:
Oven, 14 l x 20.5" wide, conventional turbo, Farberware; bakes & broils. 484-6769.
Electric washer, dryer & stove; 747-5111.
Freezer, \$75; lifting weights, \$15; exercise bike, \$40; 744-5844 after 5 p.m.
Word processor, Smith Corona WP 75, w/ manual and software; \$400. 483-2098.
Table & 4 chairs, glass top, brass legs & chairs blue cloth seats; 749-0159.
Foley saw sharpening equip., 5 pcs., \$1,100; 637-3539.
Power lift chair for disabled, tan fabric cover, \$200-\$300; 422-5003.
15' Sylvan Alum. boat & cover, '88 15 HP Evinrude, Trlr, like new; 1-749-4290.
Microwave oven, new, 1.4 cu. ft. 485-4929.
Brass King Bed, matr. lamp br. fold up bed living room; 447-4327.

Tama Snare Drum w/stand, \$150. CB700 Bell kit, \$200; both for \$300. ex. cond. 749-9372.
'83 5th wheel, 26' w/air, new awning, good cond.; 489-7671.
'84 Buick Riviera, V8 gas, 72,000 mi., ex. cond., clean interior, no rust; 627-5868.
'85 Samurai Suzuki, 5 sp, 4wd, ragtop, 9,500 mi, \$5,500; 436-7122.
For rent:
Myrtle Beach, SC, condo, furnished, 2bd, 2 bath, great fall rates; 216-899-0773.
Apt. unfurn. Ont. St., 2 br. appl. bsmt. laun fac. no pet. \$275/mo.; 489-3844.
Wanted:
15 yr. old seeking mowing jobs, Lutheran Hospital area; 744-5817.

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Marines honor GE, IUE Local 901 for support

"We just had to come back and thank everyone" was the message last week from Captain John Knight, to Fort Wayne GE employees. Knight came to GE to present certificates of commendation to GE and IUE Local 901.

He represented the U.S. Marine Wing Support Squadron 274, which recently returned from the Persian Gulf.

Knight told several stories about the Squadron's involvement in Desert Storm, but he mostly talked about how the marines appreciated the "phenomenal" support from Fort Wayne people, especially GE people.

Besides "barrels and barrels" of items that were sent to the group, money collected from Fort Wayne GE employees purchased two video cassette recorders and a television.

The VCRs were used nearly 24 hours a day to watch home movies, Knight said.

"Watching movies from home - no matter whose they were - really



Captain John Knight (center) reads commendations given to GE and IUE Local 901 for support during Desert Shield and Desert Storm. Representing IUE Local 901, from left, are Mike Bultemeier, business agent; Phil Coleman, president; and Tina Englar, vice president. Representing GE is Bob Osman (right), manager of human resources.

made us feel good," Knight added.

The certificates commend GE and IUE Local 901 for enthusias-

tic, aggressive and stellar support of the marines and sailors aboard the U.S.S. Iwo Jima during Desert Shield and Desert Storm.

'If you hadn't done what you did here in Fort Wayne, we couldn't have done what we did.'

The certificate says "your selfless commitment and contributions helped lead to the phenomenal success of the Yellow Ribbon/Pen Pal and Airlift projects.

"All warriors serving in Southwest Asia knew that they were the focus of an unwavering spirit of patriotism at home through your resourcefulness and staunch dedication. GE and IUE Local 901 will always have a special place in our hearts as our friends and fellow Americans."

Knight said, "If you hadn't done what you did here in Fort Wayne, we couldn't have done what we did."

Health-risk appraisal results show interest in health

The results are in, and, as always, there's good news and bad news. The good news is that more than 70 percent of Fort Wayne GE employees completed the health-risk appraisal. And, many of the overall ratings for Fort Wayne GE employees are similar to the ratings for the average American.

But there's enough bad news to get peoples' attention. We're 20 pounds over weight, too many of us don't do enough physical exercise, and we need to cut down on smoking, eat better and always use our seat belts.

According to Medical Director Dr. A. J. Ball, the health risk appraisal form attempts to clarify risk by making it specific to an individual's age, sex and health history.

The form compares an individual's total risk from more than 40 causes of death to the total risk of death for those who are the same age and sex.

Recent statistics show that two of every three deaths in the United States are linked to only six health hazards: tobacco, alcohol, high blood pressure, obesity, high cholesterol and gaps in medical care for pregnant women and neonates.

"What is important from these estimates is that environmental hazards are relatively unimportant," explained Ball. The risk of cancer from pesticides is lower than the risk of colon cancer from not eating enough fruits and vegetables.

"The long term risks to health and living a long life are not those in the newspapers," he added. "Most health risks are within our control.

Fort Wayne GE Health-Risk Appraisal Results				
	East Broadway	West Broadway	ACSD	T. S. Motors/Wire Mill
Men/women ratio	55:45	73:26	56:43	66:33
Age (average)	45	45	41	45
Height (average)	5'6"	5'6"	5'5"	5'6"
Weight (average)	175 lbs.	180 lbs.	173 lbs.	180 lbs.
% treated for high blood pres.	11%	11%	8.25%	10%
% of people with diabetes	3%	3%	2.65%	3.4%
Cholesterol (average)	198	215	192	202
Smokers	23%	27%	24.5%	26%
Seat belt users	75%	72%	73%	66%
Women who have never had mammogram	41%	35%	27%	31%
Women who have not had PAP test in 3 years	13%	13%	16%	16%
Little/no physical activity	35% / 30%	30% / 34%	32% / 34%	27% / 32%
High fat diet	58%	58%	59%	63%

"While heredity can cause health risks that are not in our control, we can make better decisions about the things that are within our control," he added.

Here are Ball's comments about some of the categories in the chart above:

■ Blood pressure: Our numbers are slightly higher than the national average of 1 in 10 persons.

■ Diabetes: About 2.6 percent of the general population has diabetes. Our figures are slightly higher.

■ Cholesterol: Under 200 is desirable. The high average of

West Broadway employees (215) is of concern because there must be several high scores to raise the overall average.

■ Smoking: Again, our numbers compare with the national average of 1 person in 4 from the American Cancer Society, but that's still too many people at risk.

■ Seat belts: Our people are typical, but we need to be at 100 percent.

■ Mammograms/Pap tests: Our scores are too high in these. Women over the age of 35 should refer to the guidelines from the American Cancer Society.

■ Frequency of physical activity:

Americans are considered a sedentary people, so again we are typical. But good health practices suggest moderate exercise at least three times weekly.

■ High fat diet: Most Americans need to review their nutrition habits.

"The Wellness Committee which has representatives from all Fort Wayne GE businesses is actively working on programs of interest to encourage people to change their unhealthy habits," said Ball.

Individual health-risk appraisal results are still available in the medical clinics through June 9. ■



Pictured from left are Jim Hanrahan, Melody Bruick, Bob Etien, Stan Ketzler, Al Kruetzman, Ed Kimmel, Larry Bear, Bill Crawford, Wayne Deckard, Jeff Cary and John Baughan.

Taylor Street group meets to reduce inventory

Finding creative ways to reduce inventory and cycle time are the focus of a cross-functional group formed recently at Taylor Street.

"Our business has too much raw material investment," said Jim Hanrahan, manager of sourcing. "We are making progress in reducing inventory – raw and in process, but we need to change the way we look at it and manage it."

The group represents several functions, including sourcing, materials, manufacturing and finance. ■

Briefs

CIGNA adds extra hours

Beginning immediately, employees can get answers to questions about medical, dental and vision care claims until 8 p.m., Eastern time, weeknights. CIGNA, the company that administers these benefits for GE Motors, is expanding its hours as part of an ongoing effort to improve service to GE customers.

Also, CIGNA recently introduced a new phone number for GE people to use. The new number is 1-800-842-1228. Please make a note of it for future reference.

Auction at Taylor Street Saturday, May 18, at 10 a.m.

Answering machines, chairs, desk, cabinets, desk accessories and work benches are among the surplus items to be auction Saturday, May 18, at Taylor Street.

Open to the public, the auction will begin at 10 a.m. although items will be available for viewing at 8 a.m.

Volunteers needed for Three Rivers Festival float

Volunteers are needed to work on a float sponsored by GE for the Three Rivers Festival Parade on Saturday, July 13. While a group of employees from East Broadway are leading the project, all Fort Wayne GE employees are welcome to participate. More information is available from Eula Bowser, Ext. 2378.

Fire School schedule set for June 3-7

Applications for the 1991 Fire School are now being accepted. Fire school dates are as follows:

Session 1:	June 3	7:30-10:30 a.m.	Broadway 8-1 Fire Station
Session 2:	June 3	3:30-6:30 p.m.	Broadway 8-1 Fire Station
Session 3:	June 4	7:30-10:30 a.m.	Broadway 8-1 Fire Station
Session 4:	June 4	12:00-3:00 p.m.	Broadway 8-1 Fire Station
Session 5:	June 6	7:30-10:30 a.m.	Taylor St. New Training Rm.
Session 6:	June 6	3:30-6:30 p.m.	Taylor St. New Training Rm.
Session 7:	June 7	7:30-10:30 a.m.	Taylor St. New Training Rm.
Session 8:	June 7	12:00-3:00 p.m.	Taylor St. New Training Rm.

A written test will be given after the classroom session of Fire School. Classes are open to all current firefighters. New applicants or inactive firefighters are welcome, but they must be pre-registered to insure

adequate supplies are available.

Registrations will be taken through May 24. Applications are available from any security gatehouse or from Jerry Houser, Ext. 2376.

GE Trap & Skeet winds up season

The GE Trap & Skeet League finished its season with a banquet and trophy presentation. Trophy winners are as follows: first place team – Paul Schram, Dallas Dodane, Russ Rothgeb, Douglas Clay; second place team – Bill Branstrator, Angie Fox, Carl Smith, Chris Fox.

Russ Rothgeb won the top gun overall and top gun trap award, and Douglas Clay won the top gun skeet and top gun scrap award. Most improved awards were won by Rick Storm (trap) and Steve Storm (skeet). Les Palmer received a plaque for meritorious service.

Anyone interested in joining the league for the fall season can contact Fritz Krotke, 432-2237.

GE campers begin season today at Chain O' Lakes

GE employees and pensioners who would like to camp as part of the GE Camping Club can begin right away. The group's first outing is May 17-19 at the Chain O' Lakes State Park near Albion. The second camping trip will be at Merle Steinbarger's property at Churubusco.

The club is open to new members. Information is available from Virgil Huegenard, 623-3785.

GE Fishing Club plans annual Classic event

Tom Emerson and Charles Blair, last year's winners of the annual Hawgbuster Classic event, have challenged anyone to participate in the annual event. This year's outing will be Saturday, May 18, at Lake James. Sign up information is available from Tom Emerson, ACSD; Gary LaRue, Bldg. 19-2; Brett Stark, Bldg. 26-2; Fred Wiedemann, Bldg. 19-2; Dave Winters, Wire Mill; and Rich Witthouse, Bldg. 4-6.



Co-ops involved in park clean-up

Fourteen GE Motors co-op students volunteered to get involved with the Fort Wayne community at an annual clean up at Shoaff Park on April 27. Pictured above with Jean Grindle (left), Bldg. 19-5, are Keith Brown, Wayne Rorick, John Bohlen, James Kercher, Don Dubbelde, Jeff Usher, Jeff Gerardot, Paul Selking, Mara Shingledecker. Sam Tesfaye is not pictured. Pete Peters, who retired from coordinating the co-op program, took the photograph. The group cleaned up the treelines and areas around the parking lots. These areas need cleaning from the waste left behind by summer crowds. According to one co-op, "I never noticed all this trash here until I started cleaning it up."

Ads

For Sale:

'87 Zimmer mobile home, air, appliances, extras, \$16,900; 639-3702.
'84 Buick Riviera V8 gas, 72,000 mi. ex. cond., clean int. no rust; 627-5868.
'85 Mazda GLC LX, loaded, incl. moonroof, ex. cond. 67,000 mi; \$3,000; 672-9506.
Garage door opener, 1/2 hp screw drive, never used, \$100; 200 amp load center, main cb, never used, \$50; 637-8615.
Afghan, new towels, work bench; 747-1864.
Casco thermal massage pillow without heat, 484-6779.
Dog house, large, well built, \$30; 486-7216 after 5:30 p.m.

King size waterbed complete w/sheets & coverlet, \$225; 489-1093 after 6 p.m.
55 sq. yds. carpeting, nice for apt. or cottage, \$55; 432-2328.
'85 Corvette, 34,000 mi., ex. cond., \$16,500, stored winters; 489-3591.

Free:

Maple firewood; bring saw & splitter; 432-4914.

For rent:

Apt. Ont. St., townhouse, 2 br, basmt, fenced yrd. lawn facl., appl. \$275/mo. 489-3844.

What's for lunch

MONDAY, MAY 20: 6 oz. cheeseburger, fries, 12 oz. soda – \$2.89
TUESDAY, MAY 21: Big bbq pork sandwich, fries, 12 oz. soda – \$2.79.
WEDNESDAY, MAY 22: Jumbo swiss steak, one veg., 12 oz. soda – \$2.99.
THURSDAY, MAY 23: Chicken sandwich, fries, 12 oz. soda – \$2.99.
FRIDAY, MAY 24: Fish sandwich, fries, 12 oz. soda – \$2.99.

Deaths

April:

Marian Brandt, Gilbert R. Carl, Mary E. Feightner, Jeanette H. Foltz, Gertrude Hamel, Mary Katherine Hanshaw, Mary O. Hile, Oral L. "Buzz" Hyser, Harry C. Keller, Herbert A. Landtoffer, Edward R. Meyer, Robert L. Owens, Wilbert H. Saalfrank, Franz Stovall, David P. Swinehart, John F. Welch, Iona Woodcox.



JUN 2 1991

on County Road 201

Fort Wayne, Indiana

- GE Motors
- Aircraft Control Systems Department
- Specialty Transformer Operation
- Power Supply Operation

GENERAL PERIODICALS
NON-CIRCULATING

News

Vol. 72, No. 10, May 24, 1991

Fort Wayne GE, IUE Local 901 leaders meet to improve communication, relationship

Members of the IUE Local 901 Negotiating Committee and representatives from all three Fort Wayne GE businesses - Aircraft Control Systems Department (ACSD), GE Motors (GEM) and Specialty Transformer Operation (STO) - met last week in a special off-site meeting.

Meeting purpose

According to Mike Bultemeier, IUE Local 901 business agent, there were two purposes for the meeting:

- To achieve a better understanding of each other's needs and views that will ultimately lead to a better, more co-operative working relationship; and

- To get input from a third party on methods for improvement. Specifically, they were interested in opinions from customers and an industrial relations consultant.

Bob Osman, GEM manager of human resources, said the focus of the meeting was to establish a common understanding of problems and issues so both parties can come up with a means to deal with them in a manner that is good for our customers, employees represented by the bargaining unit and the company.

"We want to work together to use our energies in a positive way to promote job security by improving our ability to compete," Osman added. "We all have a common interest in our busi-

nesses. We want to work together so we can concentrate our energies on beating our competitors, like Emerson, Square D and Pratt & Whitney."

Bultemeier said the reason for the special meeting is that past methods have proven ineffective and cumbersome. "There is a definite need for the revision of the way things are done. We need to be involved at the decision-making level of the process, and this is the first step toward the needed improvements."

Meeting agenda

Mike Shuster & Greg Kesler of Competitive Human Resources Strategies, Inc., facilitated the meeting.

The agenda included an overview of national trends in industrial relations presented by Shuster, followed by a business review from Jim Rogers, vice president of GE Motors. Bultemeier presented the IUE Local 901 goals.

The group also heard manufacturing and quality updates from the following: Joe Barranco, GEM general manager of manufacturing; Jeff Wilson, ACSD plant operations manager; and Mike Wilkins, STO plant manager. Presentation was also made by Paul Boggs, GEM Wire Mill manager; Jeff Cary, Taylor Street plant manager; and Ron Kroemer, East Broadway plant manager.

Customer input

The needs of customers were the focus of presentations by representatives of GEM customers Pitney-Bowes and Greenheck Fan Company. Fred Purdue of Pitney-Bowes said employee involvement is essential for the future. "We must use all the resources we have to compete in today's global economy," he said. "That means all employees must actively use their minds as well as their hands."

Customer Dennis Huntimer from Greenheck Fan emphasized the need for high quality products with short cycle delivery times at competitive prices. "Winning in today's market means giving customers WHAT they want WHEN they need it," he said. "In today's market, that means being flexible to meet the customer's needs."

Kesler presented the results of a climate survey conducted by interviewing several Fort Wayne GE employees.

Results

As a result of the meeting, the group decided to meet again in 30 days to discuss implementation of a labor-management council. The council would be an area-level group that would develop policies and plans to improve the Fort Wayne labor climate, promote positive employee relations and improve business effectiveness. The council would include

'Winning in today's market means giving customers WHAT they want WHEN they need it.'

—Dennis Huntimer, Greenheck Fan Co.

management from ACSD, GEM, STO, union relations and union representatives.

The group also agreed to a meeting within 10 days for key union and management representatives to talk about revised posting and bumping systems. The purpose of the proposed systems is to provide for a faster people movement and give greater weight to seniority in posting and bumping procedures, according to Bill McShain, GEM manager of employee relations-manufacturing.

Others attending

Other representatives at the meeting from Fort Wayne GE included Fred Andrews (GEM), Dan Alspach (GEM), Dave Bryson (STO), Roger Clarke (ACSD) and Al Krutzman (GEM).

Besides Bultemeier, representing IUE Local 901 were President Phil Coleman and grievance representatives Daryl Butler, Ron Fee, Betty Keeney, Tom Litzenberg and Jim Passwater. ■

New West Broadway turnstile part of security plan change

Many employees who pass through the gate at West Broadway have found they need to change their habits.

The installation of the turnstile at the West Broadway gate is part of a 1991 base cost reduction plan, according to Dick Huhn, manager of area services.

A guard opens the gate at high traffic times, but at other times, people can use their employee badges to activate the turnstile. Anyone who needs to go through the gate can push the button to notify the guard at the East Broadway reception area who can open the gate by a remote control. Late night and on weekends, the gate is controlled by guards at the new 24-hour gate, the Lindley Street Gate.

The West Broadway gate is covered by cameras and microphones, so contact with

a guard is always possible.

A waiting area for employees is a new feature of the new Lindley Street gatehouse.

New lights have also been added to the parking lot. ■



Barb Lehman, Bldg. 20-1, shows the correct way to put a card through the sensor to open the turnstile.

Local Food Bank need biggest in 10 years

Friday, June 14, is an important day for many Fort Wayne area families. That is the day that Fort Wayne GE employees will again show they care about their neighbors in support of the Food Bank.

"The need for food right now is more crucial than many other times in our 10-year history," said Rev. Vernon Graham, of Associated Churches. "We are seeing people of all walks of life who need food," he said. The Food Bank is currently feeding about 3,000 people each month.

The drive at Fort Wayne GE is a cooperative effort of the company, IUE Local 901 and Lodge 70.

Last year, Fort Wayne GE was responsible for giving a total of \$15,103.64 and 990 pounds of food. (Gifts of \$15 or more are eligible for matching through GE's More Gifts, More Givers program.) Every dollar collected buys food at wholesale prices for local people; no administrative fees are paid by donations.

Fort Wayne GE people have been involved in the program from its start 10 years ago.

"GE people have truly been the guiding light for the food bank and the community needs," said Rev. Graham.

Like years past, representatives of IUE Local 901, Lodge 70 and GE management will be at the gates to collect gifts of food and money from employees.

The GE drive is especially important, according to Rev. Graham. "Many people are generous around the holidays, but people need food year around." ■



Briefs

Don't miss June deadline for filing 1990 medical, dental, FSA claims

To be sure of receiving payment for 1990 expenses covered under GE Comprehensive Medical Benefits and the Dental Assistance Plan, claims must be submitted to the medical or dental benefits administrator by Friday, June 28.

Medical and dental plan provisions specify that in order to receive benefits, you must submit your claims not later than 180 days after the end of the calendar year in which the expenses are incurred.

Exceptions are made if you can show it was not reasonably possible to meet this deadline. If you were a participant in the Health Care or Dependent Care Flexible Spending Account (FSA) in 1990, you have until the end of June to file claims for reimbursement of expenses incurred in that year.

This includes dependent care expenses or health care expenses not covered under GE Comprehensive Medical Benefits or the GE Dental Assistance Plan.

For Broadway employees, medical and dental claim forms can be obtained from Personnel Accounting in Bldg. 18-1. At Taylor Street, forms are available from the racks located outside the conference room, or from area secretaries.

Questions about filing a claim for reimbursement under the Flexible Spending Account should be directed to a plan specialist at 1-800-552-3232.

No GE News next week

In keeping with the regular schedule, *Motors News*, a monthly publication for all employees of GE Motors, will be published next week instead of *GE News*. This will be the second edition of the publication.

GE News is published the first three weeks of each month. It is about and for all employees of Fort Wayne GE.

GE pensioners encouraged to update mailing list

Anyone who receives the GE News by mail and no longer wishes to is encouraged to call Mail, Inc., 422-9508, to cancel the mailing.



Safety slogan contest draws wide interest at STO

Transformer employees submitted 57 original safety slogans to the Transformer Safety Committee. Committee members include, (front row), Bob Lehman, Marcy Tucker, John Pullen, Ron Minton, Dennis Newhard, John Segyde and Rob Mikol. In the back row are Tim Killworth, Steve Zollman, Dick Byall, Harold Davis, Toby Long and Jeff Brown. Not pictured are Francie Harter, George Aldridge, Larry Miller, Judy Powell, Les Palmer and Betty Keeney.



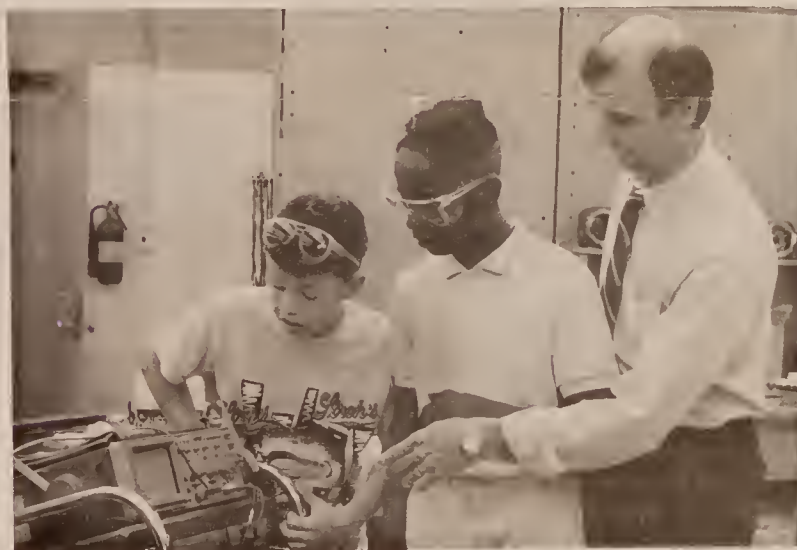
Jerry Smith (left), Bldg. 26-1, wrote the first place winner in the Safety Slogan contest. Pictured with him is Ron Minton, safety rep. "Accidents are lurking; think safety while working"



Gary Pickett (right), winder, wrote the second place winner. Pictured with him is Harold Davis, safety rep. "Safety is a mind set; keep yours turned on."



Duane Stewart (left), Bldg. 27, wrote the third place winner. Pictured with him is Dave Ziegler, product team leader. "Have an attitude; think safety."



Engineers lead tour for Nebraska School students

Future engineers from Nebraska Elementary School's fifth grade class recently visited GEM's Technical Resources Laboratory in Bldg. 19-5. Mike Windell, heating and AC product planner, shows 5th graders Rodney Wilson and Jocquell Brownlee some technical equipment in the photo above. The visit was part of the school tutor program.

Casual, appropriate dress acceptable Memorial Day through Labor Day

If you see a necktie at Fort Wayne GE Motors this summer, there may be a customer or other important visitor nearby.

GE Motors Vice President Jim Rogers has suggested that Motors employees dress appropriately for the weather and the day's activities.

While employees have been enjoying "casual day" on Fridays, Rogers has suggested that Motors employees may want to be "casual" every day - with a sensitivity to customer visits and other guests or activities that may warrant traditional business dress.

Ads

For Sale:

Power Trac treadmill, used approx. 2 hrs. \$180; 749-4334.
 '78 Yamaha 650 special, mags, looks & runs good, \$700; 638-4164.
 '87 IROC dark red, t-tops, all options, \$7,000; 486-4978.
 '84 Buick Riviera, ex. cond., no rust, clean interior; call 627-5868.
 Power lift chair for disabled, tan fabric, \$250; 422-5003, daytime.
 Adult 3-wheel tricycle, \$35 firm; 749-8172.
 Attic fan, new Nautilus 20" whole house with louver panel, \$75; 485-8295.
 Conventional oven, 14" long x 20.5", Farberware; bakes & broils, cheap; 484-6769.
 Washer & elec. dryer, good cond. set \$250; 432-2368.
 Sewing machine, White rotary elec., & attach., \$35; 424-1372.
 Atari and games; 485-0514.

Kimball spinet piano, good cond.; 1-488-3449.
 Bedroom suite, white, col. dbl bed, dresser, chest, nightstand, \$425; 432-8003.
 Garage sale, area south of McMillen Park, June 1; 745-7625

For Rent:

2 bedroom apt., 2nd floor, \$335 mo + lights, gas; Home Ave.; 456-8058.
 Apt. S.W. townhouse, 2 br, appl. basmt. laun. fac. no pets, unfurn. \$275/mo.; 489-3844.

What's for lunch

TUESDAY, MAY 28: Big bbq pork sandwich, fries, 12 oz. soda - \$2.79.
 WEDNESDAY, MAY 29: Double portion spaghetti - \$2.65.
 THURSDAY, MAY 30: Chicken sandwich, fries, 12 oz. soda - \$2.99.
 FRIDAY, MAY 31: Fish sandwich, fries, 12 oz. soda - \$2.99.

(For quickest response, please mail non-intervening address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses including zip codes for each.)

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Local family thankful for food bank

GE News recently interviewed a Food Bank recipient. To protect her anonymity, her name has been changed.

One evening, eight years ago, Carolyn's husband came to her and said that he was going to leave. Carolyn had eight children, the oldest was age 10.

"My husband was the head of the household, and I had been taught to be a submissive wife and take care of the kids and the house," she said. "I had no information about when the bills were due, or exactly how much they were; my husband said that was his job."

Carolyn found herself alone to care for eight children with no money. When she asked her husband how they would pay the bills, he said, "I don't know what you'll do."

"We had little food in the house, and that's when I found out about the Food Bank. It was truly a blessing to have a place to get food for my children," said Carolyn. "They gave us food for three days; I don't know what we would have done."

Because many of Carolyn's children were preschool age and she had to be home to care for them, she had to rely on food stamps and other government aid programs. "I learned lots of things. Every morning I got all of my children up, fed them and had my floors scrubbed by noon. If something needing fixed, I went to the library and looked at books to learn how to fix it. I also taught my children that they would have to help out with the small chores and take care of some things for themselves."

Eight years later, Carolyn has proven she is a survivor. It has been tough, though. When her children all reached school age, she got a fulltime job away from home. Because of the size of her family and her modest income, she still receives food stamps — and no child support payments. On two occasions when her



East Wayne Street Food Bank volunteer Geneva Washington poses with food that will be distributed to Fort Wayne families.

food stamps did not arrive in the mail on time, she has had to rely again on the Food Bank to feed her family.

"There was one weekend that I don't know what we would have done if it hadn't been for the Food Bank," Carolyn said. "I have learned to survive. When I look back, I don't know how I made it, but I guess it all just had to be done. I'm a proud person. I don't want anyone giving me anything, but if I need help with my children, I ask. I don't abuse the system. It's good to know food is available if a family needs it." ■

Food Bank counts on GE annual drive

On Friday, June 14, leaders from GE management, IUE Local 901 and IAM Lodge 70 will be at all entrances to Fort Wayne GE to collect donations for the 1991 Food Drive.

Donations of nonperishable food items are appreciated, as well as donations of money. Gifts of \$15 or more are eligible to be matched through the More Gifts... More Givers program. Cash is accepted, but checks payable to Associated Churches of Fort Wayne are preferred.

"The need for food in Fort Wayne is very high right now," said Rev. Vernon Graham, Executive Director of Associated Churches. "We are seeing nearly as many families now as we did when (International) Harvester left town."

In the program's 10 years, GE people have always been involved. "GE people have truly been the guiding light for the food bank and the community needs," said Rev. Graham.

The GE drive is especially important because of its timing. Because it falls in June just after school is out, it helps to support a special lunch program for urban children.

Rev. Graham also stresses that every dollar donated to the drive goes toward buying food. Their administrative expenses are paid by other sources.

Employees who will be on vacation Friday can send their checks to Marilyn Rupright, Bldg. 18-3.

Food drive organizers are hoping to top the 1990 gifts of 990 pounds of food and \$15,103.64. ■

National Negotiations Update

IUE-GE talks cover health plans, wages, retirement benefits

Medical coverage, pay, and retirement benefits were the principal subjects discussed in the first week of national negotiations between GE and the IUE. Sessions were also held on contract provisions for skilled trades, service shop, and salaried employees.

During the week, union bargainers made a number of special presentations and offered general proposals for improvements and changes.

In the meeting on medical benefits, IUE negotiators described their opposition to further cost sharing and said they will seek improvements in coverage. The company emphasized the continuing problem of rapidly rising health care costs and their impact on the competitiveness of GE businesses. The issue will be discussed in more detail in future negotiations meetings.

The union made a presentation on the company's business performance in support of its proposals for wage improvements. GE said market realities are fundamental to its evaluation of any pay proposal. The company will consider the full range of compensation options, including special cash payments, in developing a wage offer.

Two sessions were devoted to pension and retiree benefits. In several sessions, IUE negotiators expressed their concerns about management subcontracting decisions.

Throughout the week, GE negotiator Dennis Rocheleau emphasized the importance of negotiating a total package which balances the interests of employees and the competitive needs of the company's businesses. He said the company will begin making its detailed presentations on wages, benefits, and contract provisions when bargaining resumes next Tuesday. ■

Pensions boosted 5% for GE retirees

An increase in pension payments to more than 130,000 GE retirees will go into effect July 1. The increase — the fourth since 1981 — was announced by GE Chairman Jack Welch in a June 6 letter to eligible retirees.

All retired employees and surviving spouses whose pension payments began by June 1, 1988, are eligible for an increase of 5%.

In addition, about 4,000 GE retirees whose pension payments began during the period from July 1, 1985, through June 1, 1988, will be eligible for a special adjustment that will bring their pensions to at least \$10 per month for each year of service (\$7.50 per month for employees who withdrew their pension contributions before retirement, and \$5.00 per month for surviving spouses).

A similar special pension adjustment was made in January 1988 to pensions of employees and surviving spouses whose pensions started before July 1, 1985.

The cost of these improvements will be charged to the current obligations of GE businesses. The benefits will be paid from the Pension Trust, which has adequate funding levels to maintain

the existing benefits and these improvements.

Continues practice of voluntary improvements

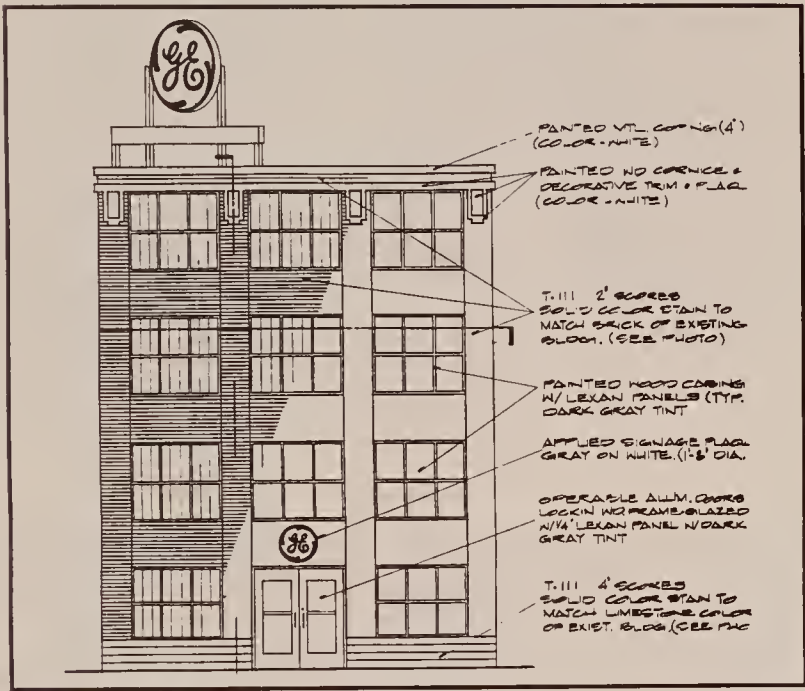
This pension increase continues GE's practice of voluntarily improving pension payments for current retirees. GE made major increases in the pensions of its retirees during the high inflation period of the 1970s. It continued to make increases during the 1980s — in February 1981, December 1984, and January 1988 — when most of its competitors and peer companies stretched out or discontinued the practice of pension updates.

The Pension Trust has obligations to about 485,000 people. This includes about 200,000 employees, 125,000 former employees with vested rights to future benefits, and 160,000 retirees and beneficiaries currently receiving benefits.

Besides their GE pensions, most retirees who are age 62 or older receive monthly Social Security checks. Many also have supplemental income from their participation in GE's Savings & Security Program while they were employees. ■



Several Fort Wayne GE employees have spent Saturdays working on the Safety Village project. Pictured above are Bill Elrick, manager of international sales, and Jim Crick, material clerk at Taylor Street. Pictured below is the architectural rendering of the building.



Employees construct miniature GE building for children's Safety Village

GE is one of several local businesses and industries that are actively participating in the construction of a new Safety Village.

The village, a small scale city, is used by the local police and firefighters to teach Allen County children about safety. The children drive small vehicles, ride bicycles and walk through the miniature town to learn safety.

A special "Survive Alive" house is also being built to teach chil-

dren how to safely exit from a burning building.

The new village, replacing the old one on Lafayette Street, is being constructed on a four-acre plot behind Southtown Mall.

Like the other community participants, a miniature GE building, built to two-thirds scale, will be erected. The building is being constructed by 22 Fort Wayne GE employees.

The Village is scheduled to be in use by the end of summer.

Volunteers needed to plan Fort Wayne GE Motors picnic

Fort Wayne GE Motors is again planning a picnic for all Fort Wayne GE Motors employees and their families and pensioners.

The picnic is scheduled for August or September.

Volunteers are needed to serve on the planning committee. This committee will be responsible for organizing the event and coordi-

nating the many volunteers needed to serve on other committees.

If you are interested in being involved, complete the form below and send it to Joe Barranco, Bldg. 18-5.

Additional information will be published in upcoming issues of the *GE News*.

Yes, I will help with the GE Motors picnic.

Name _____

Location _____ Shift _____ Phone _____

Return to Joe Barranco, Building 18-5.

Briefs

Doepke, Kinsey, Haslup, Sheets win GE spring golf outing

The team of Kerry Doepke, Brad Kinsey, Dave Haslup and Jeff Sheets came in first at the GE Spring Golf Scramble on June 1 at Fairview Golf Course.

Second place went to the team of Mike Atwood, Jerry Cauble, Les Fogle and Kevin Geyer. Winning third place were Allen Engel, Ken Papai, Russel Roach, and Mike Sodano. The fourth place team consisted of John Baughan, Terry Giese, Ron Kroemer and Caheen Murphy.

Closest to pin winners included Terry Giese #3, Ray Franklin #8, Terry Giese #15 and Rick Tatman #16. Longest drive winners were John Stiver #9 and Brad Kinsey #12.

Bloodmobile here Thursday, June 20

The Bloodmobile is coming to Fort Wayne GE on Thursday, June 20. They will be collecting blood at the GE Club from 11:30 a.m. to 4 p.m. To schedule an appointment, call Bob LaDue, Bldg. 26-2, at Ext. 2916.



Elfun gift helps elderly remain at home

Elfun representative Dom DiFabio presents a check for \$2,000 to Lutheran Hospital representatives to purchase 4 Lifeline personal safety units. A Lifeline unit is a system that is rented that allows a person to be in touch with an emergency response team by touching a button. The units are usually rented by older persons who want to remain in their homes. Pictured above with DiFabio are (from left) Gail Milne, Vice President of the Lutheran Hospital Foundation, and Rita English, Lifeline Program Coordinator. The \$2,000 Elfun grant is part of the national Elfun Society's "Sharing the Gold" program. The Elfun Society is a volunteer organization of GE Leaders.

Ads

Check one:

- ☐ For sale
☐ Wanted
☐ For Rent
☐ Free
☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801.

Limit 40 letters, please.

Policy: Ads must be received by noon on Monday before publication on Friday. Only one ad per issue may be submitted with no more than 40 letters per ad. Ads for the same item can be run for only two consecutive issues; the same ad may be re-run again after a 2-month period. The *GE News* reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Bldg. _____ Home Phone _____
Signature _____

Ads

For Sale:

'85 Corvette, 35k miles, gray w/glass roof, ex. cond.; 489-3591 evenings.
Wilson Profile tennis racquet, (wide body), 110 size, new strings, cover, \$75; 489-7218.
Kimball spinet piano, good cond.; 1-488-3449.
New wheel chair, new wool blankets; 747-1864.
2 GE Air conditioners, 8 cu. ft. \$75; 5 cu. ft. \$50; 744-6612.
Electric Sears weedwacker, 3/4 hp. 17 in. cut, used twice; 747-3508.

2 cemetery lots at Lindenwood, vaults included; 485-1898.
Men's golf clubs, bag & cart, exc. cond.; 485-3502.
'87 Pontiac "6000", ex. cond., most options, \$4,300; 432-2350.
3 bdrm house, 2 story, new & nice features, NW, moving out of state, \$42,500; 422-7769.

For Rent:
Lake of Woods, 3 bdrm, lakefront; 1-424-7328.



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GE News

Vol. 72, No. 12, June 14, 1991

Trane shares work concepts with GE Motors employees

Eighty GE Motors employees from Broadway and Taylor Street met six employees from Trane (a GEM customer) recently as they presented their Just-In-Time philosophies and techniques.

The session came as a result of the suggestion of four Broadway and Taylor Street employees who visited Trane's Tyler, Texas, facility. After their March visit, Sonny Davis, Alvina Johnson, Larry Lock and Joellen Mogensen suggested to Broadway's cycle reduction manager, Mark Schmidt, that other GEM employees would benefit from the training.

Schmidt asked for help from Change Agents from Broadway and Taylor Street who helped to make the sessions happen.

Each day-long session consisted of lectures explaining Trane's commitment to Just-In-Time, Total Quality Control and Employee Involvement. Following the lectures, GEM employees participated as teams in lab sessions that taught the employees first-hand the concept of work-cells. Used extensively by Trane, the cell concept is based on the the operator producing in smaller batches, knowing the jobs before

and after, and inspecting the work coming into the work area.

"We (Trane) know that survival is the bottom line, and we had to eliminate cycle time in getting the product to the customer," said Robert Wilson, employment and personnel practices specialist for Trane. "To meet our customers' demands, our suppliers must meet our demands. We know we have a quality product, but it takes more than that in today's tough, competitive market. Forming partnerships with our suppliers and having them understand our ways of doing things allows us to get our product to market quicker.

"All levels of our employees - managers and hourly employees - are working together as partners," continued Wilson. "It's no 'us' and 'them' anymore."

GEM's Schmidt said the overall response from GEM employees was positive. "I was particularly impressed that Trane, which is considered a world class manufacturer, is moving in the same basic direction as GE Motors."

Sherry Adler, T.S. rotor line, said she liked the Trane session. "A lot of the things they're doing are just common sense. It helped

us to understand how they do things. I was also interested in knowing about how they adjusted to changing the way they do things. I know we're going to have to change to survive," said Adler.

"I came from Decatur, and I know what it feels like to lose my job. We all need to understand

that change has to happen for us to move forward."

Tuna Costello, T.S., also said she thought the Trane concepts were good. "It's basically the idea of helping somebody else who's behind. It would take a lot of cooperation. It would be great if we did that here. It's just basic teamwork."



Carol Rowley (second from left), Taylor Street; demonstrates how to do the job to her teammates Carmy McKean (left), Taylor Street; Marcella Kronmiller, Bldg. 6-2; and Sherry Adler (far right), Taylor Street. Instructing the group is Cyndy Cates (second from right), a JIT trainer from Trane.

Problem solving instructors needed for GE Motors Work Out process

If you're interested in helping GE Motors by working with groups to help them solve problems, there are problems available and people interested in training you.

"An important part of the Work Out process is problem solving, and we need additional people to be trained to be trainers," said Steve Anastasio, Work Out Leader.

Specifically, GE Motors needs additional instructors to work in the following areas: Section 14 of Taylor Street; East Broadway; Systems; Customer Service; Technology; and Sales.

Instructors perform their roles in addition to their as-

signed position responsibilities.

Anyone who would like additional information can call Anastasio, Dee Hoffman, or Dick Schwartz. Written information is also available.

Additional instructors will also be needed in other locations in the future.

Mary Hinshaw, operations analysis specialist, is one of several Fort Wayne GE Motors employees who is a Problem Solving Trainer. She has learned a lot about GE Motors through her experience as a Problem Solving Trainer.

The experience has also helped Hinshaw become more comfortable in front of a group. "I hadn't had much experience in front of a group, really, and this has made it easier. It also builds self-confidence," she said.

"It's a gratifying experience to work with a group as they solve a problem together," she added. It has also helped her with solving problems on her job. "The training makes me more aware of focusing on a specific task and completing it. I can see how these problem solving sessions help the business as people work together to solve their problems."



Mary Hinshaw

National Negotiations Update

Health care, pensions, compensation this week's negotiations subjects

Health care, pensions, and compensation were the principal subjects covered in this week's national negotiations between GE and the IUE.

The company made a presentation on managed health care programs now operating at several GE locations. GE explained the values offered by these preferred medical plans, including cost savings to employees and the company.

In a subsequent presentation on total health costs, the company said the average cost per employee had grown more than 34% since 1987. The company also covered new accounting rules established by the Financial Accounting Standards Board (FASB) which will affect post-retirement health and life insurance benefits.

GE negotiator Dennis Rocheleau told IUE bargainers that controlling health care expenditures is important to the competitiveness of each GE business. He emphasized the increasing need for reasonable levels of cost sharing and the importance of benefit options that provide quality care with cost-saving incentives.

There were lengthy discussions on pension benefits. GE bargainers presented the company's retirement income objectives. There was a detailed review of various plan benefits, including existing options which expire on July 1. GE pension expert Ted Bauer explained the funding of benefit obligations through the GE Pension Trust. He told the IUE committee that any improvements in pension benefits must be charged to operations. The company emphasized the importance of maintaining competitive pension levels.

In its presentation on compensation, the company described pay trends and the growth in total costs for pay, benefits, and associated wage items. The gap between GE-IUE wages and similar government-reported earnings data for U.S. manufacturing was also discussed.

During the week, the IUE made a presentation on the subject of organizing and proposed that the company take a neutral position in representation elections. GE said it had no interest in adopting such a proposal.

Negotiations are scheduled to resume next Tuesday.

**Help your neighbor—
Give to the Food Bank TODAY!**

Rogers emphasizes six-point plan for GE Motors at leadership meeting

At the June meeting of the Motors Leadership Team, GE Motors VP Jim Rogers again stated his commitment to the Work Out process. He said he wants it to expand throughout GEM to more people and at a faster rate. He also talked about the need for involvement from all employees.

Rogers reviewed his six-point plan for GEM. (This plan was also presented in the June issue of *Motors News*.) The six-point plan includes the following:

- **Rightsize the business.** Restructure the business around industry/customer teams and reallocate the talent to maximize the creation of customer value.
- **Clean up the joint ventures.** Restructure, support, renegotiate or exit.
- **Grow the core.** Pursue market share opportunities in the three primary motor markets: industrial, commercial and consumer.
- **Fix the processes.** At

focused plants and cross plant systems and manufacturing processes.

■ **Simplify the effort.** Become less vertically integrated, partner with fewer suppliers, invest in component structuring, and value-added core processes.

■ **Restore the competitiveness.** Develop time-based quality measurements and post them in the plants.

Because the single most important objective of GE Motors is to add customer value, according to Rogers, the group watched the Tom Peters video, *Beyond Close to the Customer*.

In this speech, Peters, the well-known author and business consultant, promotes a concept that goes beyond customer satisfaction. "We must delight the customer," he says. Peters promotes 20 propositions about customers service, which he says is the number one competitive battleground of the '90s. ■

7911 is number to call for all GEM and STO emergencies

Some recent changes have been made to increase the safety of Fort Wayne GE employees, according to Dick Huhn, manager of area services.

All GE Motors and Specialty Transformer employees now have one phone number for any type of emergency: 7911. To remind everyone of the number, stickers will soon be placed on every phone.

In the past, the emergency numbers were not necessarily the same. Having one number will make it easier for people to remember the number to call, according to Huhn.

Huhn also reminds employees that the security staff needs to know of any personal injury accident or fire so that the proper gate can be open and ready for any incoming emergency vehicle.

"If we know where the EMS is needed, we'll direct the emergency vehicle right to the exact spot," said Huhn. In fact, he said that in most cases, a member of the security staff would meet the incoming emergency unit at the proper gate and direct it to the exact place.

Another change is the addition of a special box on the West Broadway Gate that can be opened by the Fort Wayne Fire Department in case of emergency. "The box is really just an added security measure," said Huhn. "It is just another tool for responding quickly to a fire."

With the addition of a turnstile at the West Broadway gate that will eventually eliminate the need for a fulltime security person, some employees have expressed a concern that this change will lessen security. That fear is not founded, according to Huhn.

"The emergency procedure for West Broadway is no different than it has been in the past," said Huhn. As in the past, any emergency alarm signal — from anywhere at Fort Wayne GE — goes into the main gate. The officer at the main gate sounds the alarm at the appropriate place(s) and then notifies volunteers who might be needed.

"The only difference is that the 24-hour main gate — previously located at West Broadway — is now at Lindley Street," explained Huhn. ■

Briefs

Fort Wayne GE employees place in several events at first annual Corporate Wellness Challenge

Nearly 200 Fort Wayne GE employees participated in the first annual Corporate Wellness Challenge, sponsored by the Northeast Indiana Wellness Council. GE is a member of the council. More than 2,500 people participated in the events on Saturday, June 8, representing 29 area companies.

The GE team placed first in bowling and the prediction run. GE also won second place in volleyball, spirit, and tug-of-war. In related spirit events, GE placed first in the t-shirt design contest, second in the cheering contest, and third in the banner contest.

GE employees also participated in the prediction walk and the basketball tournament but did not win any of the top three prizes.

GE's participation in the Corporate Wellness Challenge was promoted and encouraged by the Fort Wayne GE Wellness Committee.

Besides the health screenings earlier this spring, the committee is actively working on several other wellness projects for GE employees.

Information will be published in the *GE News* upon completion of the projects.

Golf scramble tournament deadline is July 19

The entry deadline for the GE summer golf tournament is Friday, July 19. Entry forms are available from league managers or Jeff Coffee, Taylor Street.

The tournament is scheduled for Saturday, July 27, at Colonial Oaks. Tee times start at 8:30 a.m. The format is a four-person scramble.



GE International representatives tour Fort Wayne

GE International sales representatives toured GE Motors in Fort Wayne last week. Sheryl Kay Peitzman, customer service specialist, is pictured showing the customer service area to Rolando Santa (left), GE Canada; and Danko Martincevic, GE USSR.



Dan Purdue displays the new emergency phone number sticker.

Ads

For Sale:

- '85 Corvette, 35,000 mi., gray w/glass roof, ex. cond.; 489-3591.
- 16' cu. chest-type freezer, 1 yr. old, ex. cond., \$325 firm; 747-7591.
- 10-piece Broyhill dining room suite + 2 leaves, 744-5817.
- Queen size bed complete, headboard, red velvet; 485-8186.
- Tennis racquet, Wilson Profile (wide body), 110 size, new strings, \$75; 489-7218.

'86 LeBaron GTS, loaded, ex. cond., 432-7153. Yogi Bear lot, Piercetown, all seasons, Rogers Lake; 867-1944.

Deaths

May:

Edward T. Dahlin, Fred C. Feber, Morris J. Gage, Laura M. Gerber, Gladys Getts, Geneva A. Moody, Hugh Edward Murchland, Emily P. Rollins and George T. Wright.

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801.

Limit 40 letters, please.

Check one:

- ☐ For sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free
- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

Policy: Ads must be received by noon on Monday before publication on Friday. Only one ad per issue may be submitted with no more than 40 letters per ad. Ads for the same item can be run for only two consecutive issues; the same ad may be re-run again after a 2-month period. The *GE News* reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Bldg. _____ Home Phone _____
Signature _____



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Fort Way.

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- Aircraft Control Systems Department
- Specialty Transformer Operation
- Power Supply Operation

GE News

Vol. 72, No. 13, June 21, 1991

C.A.R.E. program to simplify illness procedures

When illness, injury or other health concerns arise, often several other questions arise: which health care provider should I choose or which benefit form do I need? Assistance can be critical in getting through the health care maze.

A program that has proven successful at some other GE locations has now been implemented at Fort Wayne GE for all employees.

C.A.R.E. (Convalescent Assistance to Recovering Employees) is a program designed to help employees who are ill, injured, have had surgery or anticipate being absent from work for medical reasons, according to Employee Health Nurse Shirley Frey, R.N., C.O.H.N.

Employees will soon receive a

letter at their homes that explains the new program.

Frey said the program will help simplify illness and injury procedures for employees. The goal of the program is to assist in a satisfactory recovery process, eliminate problems with disability payments and help with the employee's rehabilitation period

and return to work. Frey and the other nurses will help with the following:

- Make sure the employee has the proper forms to file for medical benefits;

- If necessary, act as a "go-between" with the employee's supervisor and/or the insurance representative and/or the

employee's physician to make the recovery and return to work easier.

Clinic needs to know of illness

"All the employee has to do is to make sure the medical clinic is aware of his or her absence (or anticipated absence) as soon as possible," explained Frey. "We want to work with the employee and his or her doctor to make the employee's recovery easier."



Shirley Frey, R.N., C.O.H.N., C.A.R.E. Program administrator

"The program simply allows the employee to call one place for help," said Frey.

"Our people are the most valuable resource to our businesses," said A. J. Ball, M.D., medical director. "Their active contributions at work are vital in keeping our businesses competitive."

1991 Drive second best in history

Fort Wayne GE employees give \$100,000 in 10 years to Food Bank

Fort Wayne GE employees collected 505 pounds of food and \$15,639 in cash that will be given to the Associated Church Food Bank System. The cash total includes matching funds from the GE Foundation's More Gifts... More Givers program. Employee gifts totalling \$15 or more are eligible to be matched by the More Gifts... More Givers program.

This year's Food Drive, collected on Friday, June 14, marked a total of more than \$100,000 and 23,534 pounds of food given by Fort Wayne GE in the 10-year history of the Food Bank. GE's annual food drive is a cooperation of GE, IUE Local 901, IAM Lodge 70, and the Elfun Society.



Ron King thanks Kay Saunders for her donation at Taylor Street.

In the 10-year history of the drive, this year's total is second



Gifts of \$15 or more were matched by the More Gifts...More Givers program. Pictured above at the Lindley Gate are Ron Fee, IUE; Dick Burns, Bldg. 4-2; and Carl Stocker, Finance, Bldg. 18-5.

only to the 1988 total of \$17,604 and 1090 pounds of food.

The annual GE drive is a foundation of the Food Bank, according to Vernon Graham, Executive Director of Associated Churches.

"The people from GE have been there with us since we started the Food Bank," said Graham. "GE's annual drive at the beginning of summer is especially important to us because school is out, and we begin our summer lunch program for children. We have always been able to count on the people from GE."

Graham also said that the local need for food is high. The current need for food in Fort Wayne is second only to when Navistar (International Harvester) moved

its operations from Fort Wayne.

GE employees or pensioners who would like to contribute can send a check to Human Resources, Building 18-3. The giver's social security number should be on checks of \$15 or more that qualify for matching funds.



Volunteers who counted the money given by Fort Wayne GE employees included (from left) Betty Keeney, IUE-STO; Dennis Sherman, IAM-Bdwy W; Ron King, ACSO; Daryl Butler, IUE ACSO; Mike Bultemeier, IUE-Bus. Agt.; Ron Fee, IUE Bdwy E.

Fort Wayne GE 10-year History of Giving to the Food Bank

Year	Food (lbs.)	Cash (\$)
1991	505 lbs.	\$15,639.00*
1990	990 lbs.	\$15,103.64
1989	820 lbs.	\$15,634.30
1988	1090 lbs.	\$17,604.51
1987	1520 lbs.	\$11,383.18
1986	2000 lbs.	\$11,539.95**
1985	3172 lbs.	\$ 3,878.98
1984	5530 lbs.	\$ 4,068.88
1983	4807 lbs.	\$ 3,309.68
1982	3100 lbs.	\$ 3,157.21

*Total to date. ** First year for More Gifts match.

Quarter Century Club

Outing: September 7, 1991

Reservations due: Monday, August 26

(You must be a Quarter Century member to attend and be eligible for prizes)

1. ☐ Yes, I will attend
☐ No, I cannot attend this year.

2. President (vote for 1)
☐ Bev Thomas (Taylor Street)
☐ Gil Baker (Retired)

Assistant Secretary (vote for 1)
☐ Sharon Krinn (Bldg. 4-6)
☐ Lee Ware (Bldg. 4-6)

Director (vote for 2)
☐ Helen Miller (Retired)
☐ Rudy Wuttke (Retired)
☐ Dave Begley (Wire Mill)
☐ Justine Coudret (Retired)

3. Signature _____

4. Mail this ballot & reservation form to

Lee Schnepf
6615 Rockingham Drive
Fort Wayne, IN 46835

GE Volunteer Firefighters plan summer party

The GE Volunteer Fire Department summer party is scheduled for Saturday, July 13, at Monty's Catering, 2025 Olladale Drive. It is scheduled for 11 a.m. to 5 p.m.

The group's next function is scheduled for Saturday, Dec. 7, 5 to 11 p.m. It also will be at Monty's Catering.

No GE News until July 12

Because of the regularly scheduled July/August issue of *Motors News* on June 28, and the July 4 holiday, there will be no *GE News* on Friday, June 28. The next issue will be in Fort Wayne *GE News* boxes on Friday, July 12.

National Negotiations Update

GE-IUE negotiations enter final week

Contract negotiations between GE and the IUE are heading into the final week. Company negotiators said the initial phase of talks, which concentrated on union and company presentations and discussion of general bargaining issues, was completed this week. Next week's bargaining will focus on the development of a final offer which will include gives and takes by both parties.

This week the company made a presentation on the performance of GE's various businesses. Representatives of Aircraft Engines, Industrial and Power Systems, and Appliances discussed the competitive situation in the global markets for their businesses. There was also a company presentation on starting rates, progression schedules, and night shift differential.

During other sessions, union negotiators made additional arguments in support of their proposals regarding pensions and subcontracting.

GE negotiator Dennis Rocheleau said the talks are on schedule. "The first three weeks have been dedicated to the exchange of information and detailed discussions on the key bargaining topics. We have listened to the IUE's proposals and the concerns they have expressed about wages, medical benefits, retirement income and job security. We have had the opportunity to describe the competitive environment in which our individual businesses operate. And we have explained our perspective on the key pay, benefits, and contract language issues.

"Our objective is to negotiate a national contract that will enable our businesses to stay competitive. Changes in pay and benefits will have to be considered in connection with this objective."

During the next week, union and company negotiators will meet in subcommittee sessions. "We've reached the point where there is good understanding of the issues by both sides," Rocheleau said. "We will be doing our best to work out a satisfactory agreement on a new contract by Sunday, June 30."

When talks begin next week, they are expected to continue without interruption until June 30.

Reservations due Aug. 26

Quarter Century Club outing set for Saturday, September 7

The 1991 outing for the Quarter Century Club, a club for employees with 25 or more years of service, will be Saturday, Sept. 7, at the Memorial Coliseum. Doors will open at 9:30 a.m.

The ballot for next year's officers and a reservation form published at the left should be mailed before Aug. 26.

Current Quarter Century officers include Helen Deahl, vice president; Chauncey Miller, treasurer; and Phyllis Penrose, secretary. Directors include Bill Bunnell, Herb Meyer, Doyt Miller, Wayne Perry, Art Rasor and Lee Schnepf. Helen Deahl has served as acting president after the death of Andy Gump.

For President (vote for 1)



Bev Thomas
Taylor Street



Gil Baker
Retired



Sharon Krinn
Bldg. 4-6



Lee Ware
Bldg. 4-6

For Director (vote for 2)



Helen Miller
Retired



Rudy Wuttke
Retired



Dave Begley
Wire Mill



Justine Coudret
Retired

Ads

For Sale:

'86 Olds, 9-passenger wagon, orig. owner, ex. value; 489-4936 after 6 p.m.
3 bdrm., 2 bath, 1 gar, new carpet, insld, SW \$2,000 dwn, \$440 mo; 745-5602.
Humidifier, under a heating duct, \$60; 637-8615.
Garage sale, 15031 and 15414 Tillman Rd., baby clothes, etc. 8-5 June 27, 28, 29.
Wurlitzer Organ, pro model, ex. cond. \$3,195; 432-2891.
30" GE stove, swivel rocker, good cond., reasonable; 432-3834.
Power lift chair for disabled, tan fabric, \$250; 422-5003 days.

Dodge van, good cond., Van Cater wheelchair lift; 447-2280.
'80 Pontiac wagon, V8, auto, a/c, no rust; 484-7482.
Samurai Suzuki, 9500 mi. 4 sp, 4wd, ragtop, \$5,500; 436-7122.
2 motorized Solex bikes, good cond., \$100 each; 672-3821.
3 BR, 2 BA, 1 gar, bsmt. Luth. Hosp. area, \$2,000 down, \$440 mo; 745-5602.
1 case of 50w oil, \$10; 486-7216 after 5:30 p.m.

For Rent:

2 bedroom apt., large closets, wood flrs, 1234 Home Ave., 456-8058.

MAIL INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail non-intracompany address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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Taylor Street employees 'work out' to reduce cycle time

Working together as a team to reduce cycle time by 50 percent was the focus of a recent two-day Work Out at Taylor Street.

About 50 representatives from all areas of the plant brought

input from other employees in their areas to the session designed to develop a plan to identify and solve problems to reduce cycle time.

A presentation by representa-

tives from WW Grainger, a major GE Motors customer, was one of the highlights of the first day of the meeting.

Just as GE Motors is working to reduce cycle time, so is Grainger, according to John Slayton of Grainger. He said Grainger wants to create partnerships with suppliers, such as GE Motors.

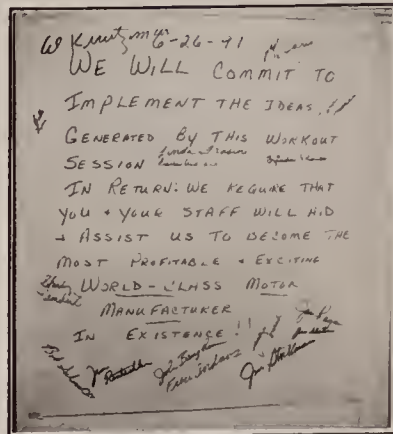
Also on the first day, Jim Rogers, GE Motors vice president, talked about how GEM plants will meet the challenges of fierce competition and rising customer expectations in the 1990s by concentrating on "Time-based Quality."

Rogers defined Time-based Quality as "Providing customers the most value at the lowest cost in the least amount of time."

Rogers said, "Our shared vision of competitiveness is driven by an embedded customer service culture. When faced with a decision, we know what to do: serve the customer."

Groups meet on second day

On the second day of the Work Out, small groups were formed made up of representatives from different work areas. The purpose



Several staff members representing different areas signed this poster saying they are committed to following through with the projects to reduce cycle time.

was to talk about ways the different areas could work together to reduce cycle time.

To ensure that participants follow through with their tasks from the Work Out, several made contracts (agreements) to complete their agreed-upon tasks.

Reaction to the Work Out was favorable, according to several endshield team members. "We came up with a lot of good ideas," said Dave Buuck. "I just hope the people follow through."

Charlene Cooper said she hopes they continue the process with more ideas once cycle time is reduced by 50 percent. "Once we implement these ideas, we need to do more. People have a lot of good ideas, and I hope even more people get involved."

Pat Cirillo said, "I hope the success of this Work Out helps us to accelerate our process and move on to other areas."



Work Out Change Agent Linda Rambo (also a connector in the winding line) facilitated this group representing different production areas. Pictured (from left) are Jim Rentschler, winding line production coordinator; Jim Slater, Wire Mill; Tom Mosier, sample builder; Pearl Walker, final assembler; Betty Lyons, grinder; Jan Ragan, endshield inspector; and Linda Frasure, second shift team leader.

Broadway team sets up classes to learn new skills, polish old ones

Beginning August 26, Broadway employees will have a chance to learn new skills and polish their old ones.

"Basic Industrial Education Classes will be offered to any Broadway employee who wants to take them," said Ed Ransopher, Broadway Training Coordinator.

The 12-hour class will be offered one hour a day, three days a week for four weeks.

The curriculum for the class has been developed based on input from a group of 20 Broadway employees who represent the different work areas.

The classes will review decimal measuring, gauging,

reading blueprints and statistical process control (SPC) basics.

As a trial run for the final curriculum, the group that helped to develop the curriculum participated recently in a pilot class.

Reaction from the pilot group was favorable, according to Ransopher. "Nearly everyone said they learned something new that they didn't know before."

"Although the classes are voluntary, we believe this is a way to improve everyone's skills and another step toward serving our customers with quality products," said Ransopher.



Kay Snyder, from endshields in Bldg. 4-3, and Larry Lock, machine operator in Bldg. 4-3, compare notes on using gauges. They are part of a group that helped to develop the curriculum for the class.



Pictured above is the endshield team from Taylor Street that "volunteered" to model their new Time-based Quality t-shirts. They are, from left, Mike Mozzone, Dave Buuck, Morrell Travis, Pat Cirillo, Charlene Cooper and Jan Ragan.

Briefs

IUE membership votes to ratify 3-year contract

IUE and UE union members voted Wednesday to ratify the proposed 3-year contract.

According to IUE Local 901 Business Agent Mike Bultemeier, 70 percent of the local IUE members casting ballots voted in favor of the contract.

Under the agreement, employees will receive three general increases, five cost-of-living adjustments (COLAS), and a special first year increase for higher rates in pay structures. General pay rates will advance by 3-1/2% in July 1991, 2-1/4% in June 1992, and 2-1/4% in June 1993.

The contract also provides for job and income security improvements, modified and improved health care benefits and increased pension benefits.

More details about the contract are available in the Special Edition of the GE News distributed last week to employees. Additional copies are available from Employee Communications, Bldg. 18-3, Ext. 3249.

Goulds Pumps recognizes Jack Schwartz for quality

Jack Schwartz, industrial customer account specialist in Bldg. 4-6, was recently recognized by Goulds Pumps for "his commitment to meeting their quality requirements."

Goulds recognized Schwartz three times:

- For six months of 100 percent on-time performance in submitting software;
- For 100 percent on-time performance for shipments four months in a row;
- For 12 months of 100 percent on-time performance in software submittals.

Goulds supplier recognition program is part of their total quality program. Their goal is to win the nationally recognized Malcolm Baldrige National Quality Award.



Jack Schwartz



Environmentalists and capitalists join forces to prevent deforestation in "Hope for the Tropics," a one-hour National Audubon Society special, airing locally on PBS - WFWA, Channel 39, July 23 at 9 p.m. General Electric is sponsoring the series.

GE-sponsored Audubon series begins new season on PBS

General Electric's second season of underwriting the Audubon Television Specials continues this week with the airing of Wildfire on Tuesday, July 16. The series can be seen locally on WFWA, Channel 39 at 9 p.m. each week through August 27.

The 1991 specials, hosted by some of the world's most recognized personalities including Meryl Streep and Robert Redford, address a wide array of timely environmental topics including water and air pollution, grassland destruction, protection of near-extinct species and oil policy. The one-hour specials also chronicle a number of innovative solutions to these long-term problems. The

first program, "Danger at the Beach" featuring Ted Danson, aired July 9.

"It's easy to find problems in this world, but more difficult to find workable solutions," says Frank P. Doyle, GE senior vice president. "The Audubon Specials air many sides of several environmental debates, providing the facts to help Americans find the answers."

In 1990, GE announced a three-year commitment to the Audubon Television Specials. The sponsorship is the latest in GE's 20-year history of support for a wide variety of stimulating and informative programs on public television.

Forms must be turned into Medical Clinic

All short-term disability (sickness and accident) forms (pink) or supplements (white form) must be returned either to the Broadway or the Taylor Street Medical Clinic. This protects confidentiality and speeds the reimbursement process.

Medical Clinic to reduce hours during Shutdown

There will be reduced medical clinic hours for Fort Wayne GE during GE Motors Shutdown during fiscal weeks 31 and 32.

The Broadway (Bldg. 21) Medical Clinic will operate with reduced staff coverage from 8 a.m. to 4:30 p.m. July 29 through August 2 and August 5 - 9. The Taylor Street Medical Clinic will be closed for this period.

Fifth Winter Street reunion set for September 21

Former employees of the Winter Street plant are invited to the fifth annual reunion. It is scheduled for Saturday, Sept. 21, at the FOP Hall, 2025 Olladale Drive.

The cocktail hour begins at 6 p.m. followed by dinner at 7 p.m. A D.J. is scheduled to play from 8 to 11 p.m., and door prizes will be awarded.

The cost is \$12 per person. Checks should be payable to Edie VanDoorn.

Reservations may be sent to Edie VanDoorn, 5922 Rolling Hills Drive, Fort Wayne, IN 46804. They may also be sent to one of the following contact persons: Donna Webb, Carol Stronczek, Judy Holzinger, Marge Evans, Paulette Gaffer, Pat Stockman, Ron Smitley, Bessie Howard, Tom Perl, Ruth Patterson, Carol Wertman, Barb Kapelka, Loretta Pedigo or Joe Miller.

Aububon Television Specials Summer Lineup

Date	Program	Host
July 16	Wildfire	James Woods
July 23	Hope for the Tropics	Lauren Bacall
July 30	If Dolphins Could Talk	Michael Douglas
August 6	The New Range Wars	Peter Coyote
August 13	Ancient Forests: Rage Over Trees	Paul Newman
August 20	Arctic Refuge: A Vanishing Wilderness?	Meryl Streep
August 27	Wolves	Robert Redford

Ads

For Sale:

'68 Chevy Malibu, ex. cond. low mileage; 485-9870.

Black & white printing, developing & printing equipment; 627-3408.

'86 Lebaron GTS, loaded, ex. cond.; 432-7153.

Wood sailboat, 13' custom trailer, ex. cond.; 485-4395.

Lionel, American Flyer and Marx trains, any condition; 724-8011 after 5 p.m.

'87 Pontiac 6000, most options, ex. cond., \$3,950; 432-2350.

10x10 Janco Greenhouse, heater, crank-out vents, ex. cond. w/alum. tables, shelves; 432-8212.

'65 Mustang seats, front & rear, good cond., \$60; 639-6462.

'72 Bolens Snowmobile, runs good, \$175; 639-6462.

Card table w/4 chairs; set of Americana encyclopedias; 432-6170.

Bicycle, 27" Raleigh, \$20; 447-6247.

Outside wood veneer door, 79 1/4 x 35 3/4 left hung, ex. cond., \$35; 747-9660.

Palimino Pop up Camper, hard sides, deluxe, used once; 485-6032.

1 Window, Dbl-hung, 28"x24" pane w/self store screen & storm fit open 33" x 11 1/4, \$25; 747-9660.

For Rent:

Apartment, 4 rooms & bath, hardwood fl., heat & water furn., \$250/mo.; 483-2549.

Apartment, 1844 Broadway, 3 rooms, all util., \$200/month; 747-4066.

Wanted:

Yard Jarts, 747-4066.

VHS tape of Cubs vs. Cardinals, Sat., July 6; 486-7216 after 5:30.

Deaths

June:

Ruth E. Aker, Erwin W. Aumann, Michael N. Brayer Sr., Richard K. Brown, Garnet L. Curie, Lilian Lee Sharpton-Grubb, Thelma L. Klopfenstein, Elmer L. Minick, Marion J. More, Clarence Nichter, William M. Roberts, Thelma I. Sutorius, Mildred N. Walden, Luella P. Werst, Harold C. Whonsetler, Alma J. Wilkinson, Phyllis A. Wyss.

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801.

Limit 40 letters, please.

Check one:

- ☐ For sale
- ☐ Wanted
- ☐ For Rent
- ☐ Free
- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found

Policy: Ads must be received by noon on Monday before publication on Friday. Only one ad per issue may be submitted with no more than 40 letters per ad. Ads for the same item can be run for only two consecutive issues; the same ad may be re-run again after a 2-month period. The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Bldg. _____ Home Phone _____

Signature _____

Broadway AC employees take 'just in time' training

As a step to prepare for the physical reorganization of the AC product line at Broadway, all employees who have never had "just-in-time" training recently attended a one-day session.

The AC production area will be rearranged during the next few months, so that all of the AC production is on one floor. "Everyone will be working closer together," said Dan Butcher, area manager.

"The new arrangement will allow everyone to see and better understand the manufacturing processes before and after theirs."

Other advantages of the proposed new system for AC include reduction of scrap and identification of problems when they're still small.

"Employee involvement is critical to the program," said



Ron King (left), ACSD, facilitated a meeting of AC employees to review the just-in-time process. Also pictured are Dan Butcher, area manager; Elnora Bryant, utility operator; Ora Kinnie, stockkeeper; Bill Lamb, service operator; and Jim Morris, rotor die caster.

Butcher.

Several of the attendees said they think the new process will

work.

"I believe it can work if we have cooperation from other people,"

'Most of the people will go out of their way to make it work.'

— Elnora Bryant

said Elnora Bryant, utility operator in the stator area. "Most of the people will go out of their way to make it work. I thought the training session was very informative. It gave us more understanding of the method we will be using."

Ora Kinnie, stockkeeper/lacing machine operator, agreed. "Teamwork is really important. The new system will allow each of us to use our skills and somebody else's skills, too."

Customer Service kicks off Work Out with quality measurements

By focusing on six issues, the Customer Service Team hopes to improve its responsiveness to GE Motors customers, according to Greg Delaney, manager of customer service.

The entire group met last week at a special meeting to kick off the team's Work Out process.

Developing the key measurements for Customer Service is a main focus of the Work Out process for the group.

Prior to last week's meeting, employees had met in groups to identify six issues. Those issues have to do with such topics as forms processing, barriers to utilizing resources and improving product knowledge.

The group also enjoyed a picnic under a special tent in the park.

Follow up meetings will be held by the small groups, and a "town meeting" for the entire group will be scheduled for August.



Mona Prewett, manager of industrial customer service, gave an overview of the upcoming Work Out Session to the entire Customer Service group last week. The group showed its spirit by wearing their new "Time-based Quality" shirts. Their meeting was at the GE Club.



Shirley Bearman (left) was one of three Customer Service employees who received special recognition last week for "succeeding in delighting the customer," said Greg Delaney, manager of customer service. Bearman had received a thank you letter signed by every person in Cooper Industries Customer Service. Jack Schwartz was recognized for his outstanding record with Goulds Pumps, and Liz Craft was recognized by Grainger.



Carrying the banner for GE

Bev Shaw, Dan Butcher and Dorothy Thomas led a group of Fort Wayne GE employees who participated in the Three Rivers Festival parade last Saturday. A picture of the float appears on Page 4.

Many changes in effect July 1

New GE benefits package offers solid improvements for all

The new 1991-1994 GE job package offers solid improvements in all areas — from pensions to medical coverage to savings and more. These improvements help keep the value of a GE job high in comparison to other companies, and offer employees and their families strong protection for their health, welfare and financial future.

The many benefit improvements in the job package have varying effective dates. Some became effective July 1, 1991, while others will roll out in 1992 and 1993.

Following are highlights of the new benefit values that went into effect July 1. The benefit enhancements are applicable to hourly, nonexempt and exempt-salaried employees as specified in each plan.

Improved pensions

Values in the GE Pension Plan are significantly improved.

■ **Guaranteed pensions increased** — A higher table for guaranteed pensions ranging from \$19.50 to \$27.00 a month for each year of service, depending on earnings during your "high-five" years, is now in effect.

This is an increase from the previous guarantees which ranged from \$18 to \$25. The table will increase again on January 1, 1993 to a range of \$21 to \$29.

■ **Personal Pension Account added to guaranteed pension** — Any employee retiring on or after July 1, 1991, whose pension is paid under the guaranteed pension calculation and who has money in a Personal Pension Account (PPA) will receive a larger monthly pension payment.

The pension will be based on the higher of the career annuity calculation or the guaranteed pension. The PPA annuity will then be added to the higher amount. Previously, the PPA was considered part of the guaranteed pension calculation.

■ **Pension supplement increased** — If you retire early at age 60 or 61

with at least five years' service, the regular supplement paid until Social Security eligibility at age 62 will be \$10 a month for each year of service. Previously, this was \$9 a month.

■ **Higher special supplement** — Long-service employees who retire early will receive an additional supplemental payment of \$225 a month (previously \$200 a month) until Social Security eligibility at age 62. To be eligible, you must retire within three months of achieving a required combination of age 60 or 61 and at least 25 years of pension service.

Those who are already age 60 or 61 with at least 25 years of service will receive this special supplement if they retire August 1 through November 1, 1991.

■ **Update for pre-1991 service** — Employees who retire directly from the service of the company

on or after July 1, 1991, will be eligible for an improvement in the career annuity pension credits for service before 1991. The update will be made on December 1, 1991. A new pension will be calculated based on your average annual earnings for three years: 1988, 1989, and 1990.

In the update calculation, 0.90% of these average earnings up to \$25,000 will be added to 1.50% of the earnings over this amount. This total is then multiplied by your total years of pension benefit service through the end of 1990 to determine the new amount of your pension at the end of 1990, up to a maximum of 35 years.

■ **50% Surviving Spouse Benefit feature improved** — If you are married and receive your pension under the 50% surviving spouse benefit feature, you will now have a larger pension and bigger continuing payments to your surviving spouse.

That's because the reduction of the monthly benefit for the employee with a spouse whose age difference is less than three years is now 6.5% (versus 7.5%), and

there's a maximum reduction of 10% when the age difference is three years or more. Previously, there was no maximum reduction.

Medical lifetime maximum benefits now \$1 million

You now have lifetime medical benefits up to \$1 million — a 33 boost over the prior lifetime maximum of \$750,000. This improvement applies to combined medical, mental health and substance abuse costs. Previously, mental health and substance abuse costs were limited to the first \$500,000 of covered expenses.

New medical benefit programs coming January 1, 1992, include coverage for mammography exams, pap smears, and colon/rectal and prostate cancer screenings; a mail-order prescription plan which will offer savings on a 30 to 90-day supply of medicines taken to treat injury or chronic illness; and a new program to help employees and their family members with mental or substance abuse problems.

Disability benefit improvements

There are two disability benefit improvements effective July 1:

■ An employee being treated by a licensed psychologist can now have a disability certified by that person rather than having to be referred to a physician.

■ **Short Term Disability (STD)** benefits are now payable beginning on the day any surgical procedure is performed on an outpatient basis in an approved ambulatory surgical center.

Previously, in order for benefits to begin on the first day, the surgical procedure had to be one that required hospitalization if not performed in an ambulatory surgical center. As always, the employee must be disabled in order to receive benefits beyond the first day.

Job & Income Security Program strengthened

All of the changes strengthening the Job & Income Security Program took effect July 1 except the boost in Individual Development Program (IDP) maximum tuition refund benefit from \$2,000 to \$2,500. That becomes effective January 1, 1992.

Here are the highlights of the job and income security improvements.

■ **SERO renewed** — The Special Early Retirement Option (SERO), a Pension Plan provision, has been renewed for another three years through July 1, 1994.

This benefit provides early retirement opportunities with full retirement benefits to employees who are age 55 to 59 with 25 or



more years of pension qualification service and are affected by permanent job loss events.

This includes indefinite layoff, plant closing, work transfer, automation, the discontinuation of a product line, or a reduction in force of indefinite duration.

■ **SERO early retirement 'window' election in July, August** — A one-time early retirement "window" election in July and August will allow SERO-eligible hourly and nonexempt-salaried employees to retire early on October 1 or November 1, 1991, provided they are replaced by a fully qualified active or laid-off employee with recall rights to the same job classification.

Also included are SERO-eligible hourly and nonexempt-salaried employees on layoff with recall rights.

Fully qualified former employees on layoff without recall rights can also be considered as replacements for eligible employees who wish to retire. Local management will determine whether employees with exhausted recall rights can serve as replacements.

■ **Plant Closing Pension Option** — A new Plant Closing Pension



Option (PCPO) provides unreduced lifetime pensions and full pension supplements to age 62 for eligible employees who are directly affected by the closing of a manufacturing plant, service shop, or other facility where they work.

Those between the ages of 50 and 59 who are affected by a plant closing can elect PCPO if their employment ends and they meet certain minimum age and pension qualification service requirements.

For more detail, see the Special Edition of the *GE News* which described the new three-year job package improvements.

■ **IEA improvements** — Two improvements in Income Extension Aid (IEA) benefits are now in effect. These include (1) a special lump-sum payout option that permits payment of IEA benefits anytime after layoff begins, eliminating a prior 60-day election period, and (2) continued IEA (Continued on Page 3.)

Pay hiked, too...

Pay rates of Motors and Transformer hourly and nonexempt-salaried employees were boosted by a 3.5% general increase added to June 30 rates, plus a pay structure improvement. The pay structure hike raised hourly rates over \$10.01 by one cent for each 15-cent interval in the structure. Nonexempt-salaried weekly rates over \$400.40 were increased by 40-cents for each \$6.00 interval.

These increases also improved the values of many of the GE benefit plans that are based on pay.



Benefits improvements—

(Continued from Page 2.)

benefits for employees who become disabled after more than 31 days of layoff and as a result fail to qualify for state unemployment compensation.

■ **Preferential hiring enhancements**
— Several changes strengthen Preferential Hiring and Special Preferential Hiring provisions for hourly and nonexempt-salaried employees laid off due to a job loss event. Improvements include:

— Those electing preferential hiring now have the flexibility of making up to three substitutions of designated locations over a three-year period. In addition, they may substitute a location that opens, or delete a location that

closes and select another. Up to three locations can be active preferential hiring sites at any point in time.

— There's a 30-day "window" after the effective date of a layoff or plant closing termination for employees to elect and submit preferential hiring site selections.

— An employee who elects preferential hiring can now request that the layoff date be advanced to begin work at another GE location. The early release must have management approval.

— Transfer assistance benefits for employees relocating to other GE locations under PH provisions have increased to \$1,000 for a single person, and to \$2,000 for an employee with dependents (up from \$750/\$1,000).

— Rate guarantees extended — The rate guarantee period for hourly and nonexempt-salaried employees directly affected by a qualified job loss event has been

extended from one year to 18 months. Directly affected employees who are laid off and then called back to lower-rated jobs retain their previous pay level for up to 18 months from the earlier of their original layoff date or job transfer date.

Additional changes

Improvements in benefits for Death-in-Family and Sick or Personal Days also became effective on July 1:

■ Hourly employees are now allowed five rather than three days of paid absence in the event of the death of a spouse, child, stepchild or foster child.

■ An allowance for an hourly employee's unused sick or personal days will be paid to beneficiaries if the employee dies.



More coming

Many more new benefit values will be added in 1992 and 1993. Among these are improvements in health-care coverage, pen-

sions, disability benefits, life insurance, and Flexible Spending Accounts; a new Long Term Care Insurance Plan; help in finding child care and elder care; simplified and more flexible procedures in the Savings & Security Program and improvements in S&SP's ReadLoan provision.

More information on provisions of the new GE job package will be forthcoming in the weeks and months ahead. You'll find it in articles in the *GE News* and in the new GE employee benefit booklets that are slated for distribution later this year.

In the meantime, if you have questions, contact Homer Jennings, employee benefits manager, in Bldg. 18-1. ■

Reservations due August 26 for Quarter Century Club outing

This is the last call for reservations for the Quarter Century Club Outing. The 1991 outing will be Saturday, Sept. 7, at the Memorial Coliseum. Doors will open at 9:30 a.m.

The Quarter Century Club is open to anyone with 25 or more years of GE service.

The ballot for next year's officers and a reservation form are published below. It should be

mailed to Lee Schnepf by Aug. 26.

Current Quarter Century Club officers include Helen Deahl, vice president; Chauncey Miller, treasurer; and Phyllis Penrose, secretary. Helen Deal has served as acting president after the death of Andy Gump.

Directors are Bill Bunnell, Herb Meyer, Doyt Miller, Wayne Perry, Art Rasor and Lee Schnepf.



Quarter Century Club officers pictured above are (seated, left to right), Helen Deahl, vice president; Phyllis Penrose, secretary; and Chauncey Miller, treasurer. Standing are Directors Herb Meyer, Lee Schnepf, Wayne Perry and Art Rasor. Absent from the photo are Directors Bill Bunnell and Doyt Miller.

Quarter Century Club

Outing: September 7, 1991

Reservations due: Monday, August 26

(You must be a Quarter Century member to attend and be eligible for prizes)

1. ☐ Yes, I will attend
☐ No, I cannot attend this year.

2. President (vote for 1)
☐ Bev Thomas (Taylor Street)
☐ Gil Baker (Retired)

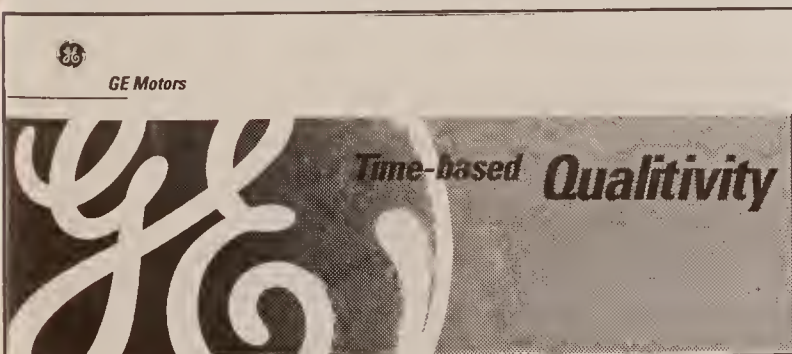
- Assistant Secretary (vote for 1)
☐ Sharon Krinn (Bldg. 4-6)
☐ Lee Ware (Bldg. 4-6)

- Director (vote for 2)
☐ Helen Miller (Retired)
☐ Rudy Wuttke (Retired)
☐ Dave Begley (Wire Mill)
☐ Justine Coudret (Retired)

3. Signature _____

4. Mail this ballot & reservation form to

Lee Schnepf
6615 Rockingham Drive
Fort Wayne, IN 46835



Ads

For Sale:

Resid. Bldg. Site, Hoagland, 1.79 acres, easy terms; 813-497-6169.

14' Sea Nymph K-9.9 Johnson, new bass seat, 31 lb. mini Kota, new trailer, \$1,600; 419-399-3535.

85-6 hp Johnson motor, \$550; 85-4 hp Mercury motor \$500; both like new; 419-399-3535.

'77 Monte Carlo, runs good, 2 new tires, new brakes, \$575; 749-5146.

'89 Daytona ES 5-speed, 32,000 mi., \$8,000; 428-5153.

Snow & grader blade for Murray tractor (new), \$175; 432-4847.

'81 VW Rabbit, diesel, 1 owner, 74K mil, excellent; 485-4929.

'89 Procraft Bass boat, 100 hp Evinrude, all accessories, ex. cond.; 219-267-6044.

2 story home, 1760 sq. ft. 4 br. 2 1/2 ba, \$80,000, 9818 Rainer Pass; 436-0742.

Tama snare w/stand, beginners percussion set, Emerson flute, all excellent; 749-9372. College dorm loft, sleeps 2, trick skis, slalom ski; 833-3164.

Pair of Mickey Thompson valve covers, and heads for 400 Ford; alum. intake w/Jolly 4-barrel carbs; 625-3815.

Wanted:

Basket weaving materials, will buy; 638-4644. Lionel, American Flyer and Marx trains, any condition; 724-8011 after 5 p.m.



GEM Vice President Jim Rogers talked informally with technology team members last week.

Jim Rogers talks with GE Motors technology team

At an informal meeting last week with GE Motors technology leaders, GE Motors Vice President Jim Rogers told the group they were key players in the future of GE Motors.

"There are lots of good things going on at GE Motors," Rogers told the group.

He encouraged the group members to take pride in their work and to continue listening to customers and focusing on their needs by creating customer value.

Focusing on technology is key to Rogers' six point plan for GEM.

Meetings with other groups of employees will be scheduled throughout the year. ■

Briefs

Motors Shutdown paycheck distribution schedule set

During Shutdown for Fort Wayne GE Motors employees, paychecks will be available from 8 a.m. to 12 noon on August 1 and August 8. Broadway employees may pick up their checks at the Bldg. 4-2 payroll office, and Taylor Street employees may pick theirs up at the Taylor Street payroll office.

Medical Clinic to reduce hours during Shutdown

There will be reduced medical clinic hours for Fort Wayne GE during GE Motors Shutdown during fiscal weeks 31 and 32.

The Broadway (Bldg. 21) Medical Clinic will operate with reduced staff coverage from 8 a.m. to 4:30 p.m. July 29 - August 2 and August 5 - 9. The Taylor Street Medical Clinic will be closed for this period.

Elex to celebrate 75th anniversary

Members and friends of Elex will celebrate its 75th anniversary at a special luncheon scheduled for Sunday, Nov. 10, 1991, at Elegant Occasions Reception Hall.

The luncheon will be open to all Elex members and their spouses or guests. More information will be available closer to the event.

No GE News next week

In keeping with the regular publication schedule, *Motors News*, a monthly publication for all GE Motors employees, will be published next week. The next issue of *GE News* is scheduled for Friday, Aug. 16.



Pictured above are Jerry O'Brien, Janet Baller, Maria Smith, Don Morris, Niecy Billingsley, Gerry Franke, Jerry Morris, Tom Titus, Ruth Patterson, Marc Pape and Mike Marks.

Something to celebrate (again)!

Commercial requisition engineering team beats goal

Reducing cycle time has become a way of life for this Commercial Motor Requisition Engineering Services group. On Tuesday, July 16, they celebrated 28 weeks of beating their goal of documenting all requisitions in fewer than five days.

The group celebrated in April when they had reached 13 weeks, and planned to celebrate again if they could continue beating the goal! After Shutdown, they plan to raise their expectations by lowering

the goal to four days.

Roshan Chhabra, general manager of commercial motors, commended the individuals who had "done whatever it took" to meet the goal. Many, he said, had worked extra hours or had made personal sacrifices to achieve the goal.

The group celebrated this success with coffee and donuts. A bigger celebration is promised for the group if they meet the new goal. ■

(For quickest response, please mail non-firm company address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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Fort Wayne GE on parade

Employees from all Fort Wayne GE businesses participated in the annual 3 Rivers Festival parade on Saturday. A global market was the theme of the float. Nearly 100 employees rode on the float or walked in the parade. The float was built by employee volunteers on their own time. It started as a project from Broadway's employee newspaper group, "Now You Know."



PERIODICALS RECEIVED
SEP 5 1991
Allen County Public Library

Fort Wayne, Indiana

- GE Motors
- Aircraft Control Systems Department
- Specialty Transformer Operation
- Power Supply Operation

GENERAL PERIODICALS
NON-CIRCULATING

ews

Vol. 72, No. 16, August 16, 1991

'Shutdown' is vacation for some, longer hours for others



Taking inventory was a necessary activity just before Shutdown. Pictured above taking inventory at Taylor Street are John Schreiber and Becky Cornelius.



Regular maintenance is important to make sure equipment runs properly. Pictured are Franny Bustos and Deanna Reed.

While many Fort Wayne GE employees were vacationing during the past two weeks, for others it was business as usual.

Several maintenance employees worked extra hours to make changes that would otherwise interrupt production operations.

Among numerous projects completed was the installation of more energy-efficient controls on the oven at Broadway.

Other projects, including some planned rearrangements of production areas, were completed so motor operations could begin on time on Monday.

Routine maintenance on machines was also completed. ■



Marlin Leininger (pictured) and Jerry Benson installed new controls on the oven in Bldg. 4.

SERO request deadline Aug. 30

Employees who are eligible and want to take advantage of the new Special Early Retirement Option (SERO) need to request the option on or before Friday, Aug. 30.

No employee can retire under the "window feature" unless an employee comes off the recall list of employees on layoff as of June 30, 1991, or from layoff without recall rights. In order to exercise this feature, an employee must be capable of being replaced by a fully qualified employee.

The new program is generally the same as that offered in 1988 with improved pension benefits and an expanded "window" feature. The requirement for electing SERO 15 days prior to notification of a permanent job loss event has been eliminated.

The window feature in the new SERO has been expanded in two respects:

■ The period for making an election has been increased by a month. An employee now has until August 30 to make a decision to elect retirement under this feature. Once elected and approved, the employee must retire either on October 1, 1991, or

November 1, 1991.

■ In addition to replacements coming from employees with recall rights to the classification to which the employee electing SERO is assigned, employees on layoff — without recall rights — can be considered as replacements if they possess the necessary job qualifications as determined by local GE management.

Those eligible for SERO include hourly or nonexempt salaried employees between the ages of 55 and 60 with 25 or more years of Pension Qualification Service either on the active payroll or on layoff with recall rights.

Employees who have an interest in electing SERO should complete an application form and return it to Bldg. 21 immediately. Forms are available from plant employee relations representatives.

If the number of employees electing early retirement in a job classification exceeds the number of replacement employees, the selection will be on the basis of seniority. ■

Food Bank leader says GE people have 'led the way in caring'

Dear GE Family:

On behalf of the unemployed, the working poor and the Associated Churches of Fort Wayne and Allen County, I would like to thank each of you for your generosity and concern for the hungry of our community. The 1991 collection was outstanding and a real tribute to the caring attitude of the employees of General Electric, IUE Local 901 and IAM Lodge 70. The 1991 collection was 505 pounds of food and \$16,539 in money. When the totals are examined for the entire 10 years of collections, they show that the GE family has donated nearly 25,000 pounds of food and \$100,000 + in money. The dollar total includes matching funds from the GE Foundation's "More Gifts...More Givers" Program.

When everything is said and done, this means that GE has led the way in "foodbanking" and in helping to care for the hungry through the Associated Church's Food Bank Program in our community. The food collected has been given out directly by our 23 food bank sites at no cost to those in need. The money has been utilized to purchase food at wholesale prices from Fort Wayne vendors. The 325+ volunteers are able to

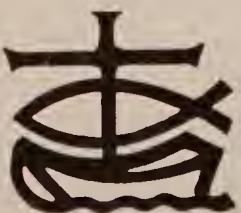
give counsel, advocacy and 15 meals per person to the client when they come to a church or neighborhood center site. Each dollar given by the GE family is utilized directly to purchase food, and none of it goes for administrative costs. The food bank system's administrative expenditures are covered by a City of Fort Wayne Block Grant.

The recession is continuing to escalate, and the number of unemployed is increasing. In 1991 the food banks will feed 40,000 Fort Wayne and Allen County residents balanced, nutritious meals. This is a significant increase from the 20,000 people served in 1989 and the 25,000+ people served in 1990. Over 60% of all clients served are working poor, and 30% remain first time clients. All food is monitored, and the clients are served only at their neighborhood food bank. This means that there is very little duplication of effort.

Thank you again, GE employees, for leading the way in community caring for those who desperately need the basics of life. Your generosity will not be forgotten by those in need, the Associated Churches or the community. Your continued effort goes a long way to giving our community a new label as "An All Caring Community."

With Thankful Heart,

Vernon R. Graham, Executive Pastor



GE foundation gives local groups \$19,242 in 1990

The GE Foundation recently gave a total of \$19,242 to six local groups as part of the More Gifts...More Givers Program for 1990.

The Program matches employee gifts of \$15 or more to local not-for-profit organizations which demonstrate strong support from GE employees and retirees.

Matching gifts from the GE Foundation for 1990 include the following:

- Associated Churches of Fort Wayne, Inc. (Food Bank) - \$7,647.
- Crossroads/Fort Wayne Children's Home - \$4,680.50.
- West Central Neighborhood - \$4,005.75.
- Boys and Girls Club of Fort Wayne - \$1,125.
- Audiences Unlimited - \$985.00
- Learning and Development Center - \$599.47.

The organizations are part of a list approved in advance by the Trustees of the GE Foundation. To remain eligible for the More Gifts...More Givers Program, an organization must receive, per calendar year, at least five gifts from GE employees or retirees totaling \$1,000.

Customer account specialist Lisa Cole to take on international competition

Lisa Cole says her job as a customer account specialist is a lot like being on the basketball court.

"If a customer calls on a Tuesday and places an order for motors that he wants by the end of the week, that's a tough request," she explains. But building good teamwork relationships with other GE Motors employees at the different plants helps get the job done. "In this job, like in basketball, to be competitive, you have to be aggressive and keep working until you get the job done."

Lisa was recently asked to join the Chicago Challengers, a women's basketball team composed of former college players. The team left August 8 for Sweden and Finland where they have slated eight games in about two weeks. Some of their competition will be in the Olympics.

"I'm really excited that I get to play," said Lisa, a four-year full-scholarship college athlete for



Lisa Cole and her best "cheerleader," husband Bruce.

Purdue. Lisa, 25, plans to play basketball until her "body says it's time to quit."

Lisa's husband Bruce, a member of the Technical Sales Program at Taylor Street, will join her the second week.

Here's how S&SP investments performed through June 1991

A wide range of options are available for investing money through the Savings & Security Program. The charts below show how the various investment media have performed through the first six months of 1991.

The top chart reports the unit values and yields of S&SP investments, when applicable, plus the 1991 year-to-date and rolling one-, 5-, and 10-year total performance of the investments as of June 28, 1991. These figures are provided for comparison purposes and are not intended to imply that one investment is more or less desirable than another.

The bottom chart shows the average monthly prices of S&SP investments for the first six months of 1991. These are the prices at which S&SP participants "bought" shares and units with their paycheck deductions and the company's matching payments.

Current information on interest rates and prices of S&SP investment media is also available via telephone by dialing 1-800-843-3359. Unit values and yields are updated daily; total investment performance is updated quarterly.

Information about your S&SP account and conducting all of your S&SP business — withdrawals, investment switching, changes in contributions and investment elections — is available by calling the GE Transaction Processing Center at 1-800-432-4313. The voice response system will ask you to punch in your Social Security number and your four-digit Personal Identification Number (PIN). If you haven't selected a PIN, dial 1-800-432-4313 and request information.

S&SP Investments Performance Year-to-Date Through June 30, 1991							
Stock/Fund	June 28 Unit Value	June 28 Yield	Total Rates of Return				
			1991 YTD	Rolling 1 Yr.	Rolling 5 Yr.	Rolling 10 Yr.	From Incept (If Appl.)
GE Stock	\$74.00	N/A	31.9%	11.2%	16.5%	21.2%	N/A
RCA Fixed Income	\$42.67	8.64% ¹	4.7%	10.3%	N/A	N/A	N/A ³
GE Holding Period -1988 Contribution	\$10.00	9.29% ¹	4.7%	9.7%	N/A	N/A	9.7%
S&S Short Term	\$10.06	8.04% ¹	3.8%	8.5%	N/A	N/A	8.9% ⁴
S&S Long Term	\$11.27	8.54% ¹	4.2%	11.4%	8.4%	14.2%	N/A
S&S Money Market	\$10.00	6.36% ²	3.5%	7.8%	N/A	N/A	8.0% ⁴
S&S Mutual	\$36.20	N/A	13.6%	7.4%	10.0%	13.5%	N/A
¹ 30-day yield for period ending June 28, 1991							
² 7-day yield for period ending June 28, 1991							
³ The RCA Fixed Income Fund was incorporated into S&S Program as of 7/1/89							
⁴ Other funds commenced operations as follows: S&S Money Market Fund 11/1/86 and S&S Short Term Fund 1/1/89							
To obtain a prospectus, call 1-800-432-4313 or write to Employee Savings Plans, Building 5-6W, One River Road, Schenectady, NY 12345. Read it carefully before you invest. Share price and total returns will vary and you may have a loss or gain when you sell your shares. Fund total returns for period ending 6/30/91 are historical and include change in share price, reinvestment of dividends and capital gains. Past performance is no guarantee of future results. Unit values are as of the last business day in the calendar month.							

S&SP Average Monthly Prices Jan. Through June 1991							
The following are average monthly prices used to credit the accounts of Savings & Security Program participants for the first six months of 1991.							
Month	GE Stock	Mutual Fund	Long Term	Short Term	RCA Fixed Income	Money Market	Holding Period
January	\$56.9432	\$32.5159	\$11.2805	\$10.0805	\$40.9527	\$10.0000	\$10.0000
February	67.5000	35.0516	11.4232	10.1037	41.2442	10.0000	10.0000
March	68.1813	36.0815	11.2855	10.0900	41.5567	10.0000	10.0000
April	72.4205	36.8073	11.3359	10.1023	41.9068	10.0000	10.0000
May	72.7898	36.7977	11.3359	10.0914	42.2364	10.0000	10.0000
June	74.8063	36.8770	11.2265	10.0460	42.5440	10.0000	10.0000

Ads

For Sale:

1 pr. draw drapes, & draw sheers 9'x84", draw rod and tiebacks; 747-4013.

Cheap, large, dog house; 749-8627.

13' wood sailboat custom trailer, ex. cond.; 485-4395.

Air conditioner, ex. cond., 9600 btu, \$250; 436-1018 after noon.

Electric Yamaha organ w/various rhythms; 432-0393.

'85 Mazda GLC-LX, a/c, moon roof, ex. cond. \$3,000; 672-9506.

'85 4 hp Mercury outboard motor, like new, \$425; 419-399-3535.

Office furniture, desk & chair, like new, \$200; 493-4754.

10" table saw; 447-3653.

Twin bed, mattress & box springs, sheets & spread set, all new, \$150; 485-8186.

Cement steps, computer Algebra II & 3 lessons; 833-3164.

4 - 14x5.5 aluminum racing wheels w/center caps, 4 - 195R7014 Goodyear Eagle tires, best offer; 456-4925.

Contemporary couch & love seat, ex. cond., 691-3641.

S.E. 2 br, l.v, d.r., f.r., 1 1/2 bath, 2 fire pl., 1-acre, 2 car garage; 447-2280.

Air conditioner, ex. cond. like new, 2 yr old, cap 9600; 436-1018 after 12 noon.

'84 Midas motor home, 21', 27K mi, ex. cond.; 432-2734.

'82 Ford Escort wagon, clean 48K mi, one owner, loaded; 637-6682.

Deaths

July:

Evelyn Blakely, Marion E. Brodbeck, Wayne L. Chapinan, George J. Huebner, Dale Irwin, Mae Eliza Jones, August C. Karnes, Donald L. Klas, Verna A. Kohart, Darrell K. Latham, Charles F. "Abe" Martin, Joseph Miller, Loretta Miller, William E. Owen, Vera R. Ramsey, Irene B. Szink, Miriam Valentine and Luella P. Werst.

Wanted:

14" wheel rim for Buick Park Ave. '85 to '89; 747-4066.

For rent:

3 br ranch in Waynedale, carport, wooded lot, \$375/monthly; 747-4066.

2 lovely vacation condos, Myrtle Beach, SC; 216-526-1258.

Furnished cottage, boat, Goose Lake, weekly; 1-244-6255.

Briefs

Gottschalk, Patterson, Phillips, Reas win golf scramble

The team of Jerry Gottschalk, Rusty Patterson, Larry Phillips and Dave Reas won the annual Summer Golf Scramble. Three teams tied with a score of 61, so the 18th hole score broke the tie.

Winning second place was the team of Steve Knowles, Bob Mitchell, Carlos Nugent and Bobby Stacey. In third place was the team of Charlie Elder, Troy Elder, John Elliot and Greg Kennedy.

Winning fourth place with a score of 62 was the team of Dick Bersel, Russ McClure, Mike Rumble and Floyd Spohn.

Winning the longest drive title were Dick Burns on #9 and Jeff Coffee on #12.

Closest to the pin award went to Greg Olwine on #6, John Elliot on #8, Bob Mitchell on #13 and Don Shafer on #17.

The scramble was played July 27 at Colonial Oaks Golf Course.

GE Days at Kings Island September 13, 14, 15

GE employees and their families are again invited to join employees of GE Aircraft Engines of Evendale, Ohio, at King's Island on Friday, Sept. 13 (5 to 11 p.m. only); Saturday, Sept. 14; and Sunday, Sept. 15. Tickets are \$7 each, and children age 2 and under are admitted free. The regular admission price is \$21.95.

The number of tickets available is limited this year to reduce crowding and waiting time in lines.

Tickets must be purchased ahead. They are available at the branch office of Fort Wayne National Bank in Bldg. 21. Tickets are non-refundable, and no tickets will be sold at the amusement park.

GE Days at Kings Island begin at 5 p.m. on Friday, Sept. 13. The gates close at 11 p.m.

On Saturday and Sunday gates to the amusement park open at 9 a.m., with parking available at 8:45 a.m. (Parking costs \$4 per car.) The rides begin at 10 a.m., and the park closes at 11 p.m. on Saturday and 9 p.m. on Sunday.

Picnic areas are available for those who want to bring picnic lunches. All rides are included in the ticket price except Wild Animal Habitat, which costs \$2 per person.



PERIODICALS RECEIVED

SEP 5 1991

Allen County Public Library

Fort Wayne, Indiana

- GE Motors
- Aircraft Control Systems Department
- Specialty Transformer Operation
- Power Supply Operation

GENERAL PERIODICALS
NON-CIRCULATING

Jews

Vol. 72, No. 17, August 23, 1991

Employees construct GE landmark for community

About 20 GE Motors employees have volunteered 60 to 80 hours to create a "miniature GE" as part of the city's new Safety Village to show area children that GE is an important part of the community and cares about their safety.

Safety Village is a miniature city on a three-acre tract beside Southtown Mall. The purpose of the village is to provide a place for the Fort Wayne Police and Fire Departments to teach area children about safety. With a newly constructed "Survive Alive" house, sponsored by the Fort Wayne Fire Department, children can also learn first-hand what to do if their house is on fire.

GE is one of the local businesses that answered the call from the Fort Wayne Police and Fire Departments to participate in the program.

Just like any planned city, Safety Village has building codes and a limited amount of space.

Nearly all 20 volunteers stayed with the project through the several months of planning and building, according to project leader Fred Warner.

"John Baughan, Jim Crick and Bill Scott (all from Taylor Street, Section 14) were especially instrumental in the project's success," said Warner. "They provided much of the leadership in the actual construction of the building."

An architect designed a build-



These GE Motors employees have good reason to be proud. They are part of the all-volunteer crew that constructed the "miniature GE" at the new Safety Village just south of Southtown Mall. The GE building is 22' tall, the base is 11' x 17', and it took about 600 pieces to construct it. The GE sign is 8' tall, with the GE monogram 4' in diameter.

ing that is a composite of the GE buildings on Broadway.

"Our GE buildings are so well known in Fort Wayne, a red brick

building seemed the logical thing to do," said Baughan. "We probably wouldn't have had to put a sign on top of the building for people to recognize it as GE," he said.

Baughan and the crew worked several Saturdays and evenings at the GE warehouse to pre-cut the 600 pieces that would then be transported to the building site to be assembled.

A crew of about 15 people worked last Saturday from 6 a.m. to 6 p.m., then again on Sunday from 8 a.m. to 4 p.m. to complete the project.

"Everyone had an important job, whether it was painting, cutting, passing boards or bringing the pizza," said Baughan.

"We had a great time working on the project," he added. "All of the people worked hard; some of us were pretty sore by Monday. But seeing it finished gives us all a sense of real satisfaction," he added.

Baughan said he is especially proud to be a part of a project that will be used by future generations.

The GE building is one of the first to be erected on the site. Safety Village is scheduled to be open in October. The new village replaces the smaller one on Lafayette Street. Fort Wayne is the only city to combine a safety village and "Survive Alive" building on the same property.

Employee Wellness Committee develops program

Fort Wayne GE to support employee fitness program at local 'Ys'

Fort Wayne GE employees who want to join a fitness program now have an extra incentive.

As a result of a plan developed by the Wellness Steering Committee, local GE businesses will contribute up to \$60 towards the cost of a fitness program at the local YMCA or YWCA for each Fort Wayne GE employee who meets the guidelines of the program.

GE will also pay for a one-time fitness assessment for each employee who enrolls in a fitness program.

Program guidelines:

Guidelines for enrollment are as follows:

- Available to current (and future) Fort Wayne GE employees.

- GE recommends and pays for initial physical assessment.

- GE pays \$60 per year to the YMCA or YWCA (but not both) upon invoice for each employee becoming a YMCA or YWCA member.

- Employee pays federal income tax on benefit amount.

- Employee must enroll with YWCA or YMCA and show employee badge.

- Employees living outside

Fort Wayne must join the Fort Wayne YMCA to participate in the program; out of town YMCAs will

honor the Fort Wayne YMCA membership.

Because fitness programs and

fee structures are different at the YWCA and the YMCA, fitness program representatives from both organizations will be at GE next week to answer questions.

Typical cost profiles for fitness programs

YWCA

Annual membership fee \$20.00
(paid by employee)

Individual Membership

	Reg. fee	YWCA discount
1 activity	\$210.00	\$21.00
2 activities	\$270.00	\$27.00
3 activities	\$320.00	\$64.00
4 activities	\$360.00	\$72.00
5 activities	\$390.00	\$78.00

(An "activity" is defined as fitness center, indoor track, gymnasium, swimming pool or aerobics)

GE Company benefit \$60.00
One time fitness assessment (paid by GE) \$5.00

First year estimated employee tax cost (\$65 x 28%) \$18.20
Each additional year estimated tax cost (\$60 x 28%) \$16.80

FIRST YEAR SUMMARY:

Net cost to GE	\$65.00
Net cost to employee	
1 activity	\$167.20
2 activities	\$221.20
3 activities	\$234.20
4 activities	\$266.20
5 activities	\$290.20

EACH ADDITIONAL YEAR SUMMARY:

Net cost to GE \$60.00

Net cost to employee

1 activity	\$165.80
2 activities	\$219.80
3 activities	\$232.80
4 activities	\$264.80
5 activities	\$288.80

YMCA

Building Fund Assessment \$50.00
(1st year only; paid by employee)

Individual Membership cost: \$264.00
YMCA 20% Discount \$52.80
GE Company Discount \$60.00

One time fitness assessment (paid by GE) \$15.00

First year estimated employee tax cost (\$75 x 28%) \$21.00
Each additional year estimated tax cost (\$60 x 28%) \$16.80

FIRST YEAR SUMMARY:

Net cost to GE	\$75.00
Net cost to employee	\$222.20
EACH ADDITIONAL YEAR SUMMARY:	
Net cost to GE	\$60.00
Net cost to employee	\$168.00

Next week's schedule

Their schedule is as follows:

- Monday, Aug. 26: Taylor Street main entrance; 6:30 a.m. - 4 p.m.
- Tuesday, Aug. 27: E. Broadway, Bldg. 8-1 cafe.; 6:30 a.m. - 3:30 p.m.
- Wednesday, Aug. 28: W. Broadway, Bldg. 26-4 cafe.; 6:30 a.m. - 3:30 p.m.

Employees may also sign up for fitness programs at the YWCA or the YMCA. Men and women are welcome at both organizations. Both organizations are now accepting enrollment for fall programs.

The YWCA is located at 2000 North Wells Street, and the YMCA's main facility is located at 1020 S. Barr Street. The YWCA fee structure is based on a \$20 membership fee and then fees are charged for individual activities. The YMCA fee structure is based on an overall fee for use of all facilities.

The Wellness Steering Committee is composed of employees from all Fort Wayne GE businesses who have volunteered to promote wellness for employees.

Broadway employees develop 'quality' measurements

Employees representing all areas of Broadway GE Motors met last week to develop their "Quality" measurements. The group's work will be displayed in a central area soon.

"Quality measurements" will allow employees to focus on "the right stuff," according to GEM Vice President Jim Rogers.

Taylor Street GEM employees also recently established their measurements which are displayed on the plant's south wall. ■



Ron Kroemer, Broadway plant manager, leads a group discussion of focusing on the right measurements.



1991 Co-op graduates from GE Engineering Co-op Program

Front row (left to right): David Molnar, Steve Belscher, Kevin Vachon, Jeff Odum, Terry McConnell, John Schilbe. Middle row: James Crowell, Bill Daisy, Larry Spreen, Jenneane Buckmaster, Andy Bommarito. Back row: Jim Scott, Jeff Usher, Barry Frost, Matt Doctor, Steve Ficke.

Ads

For Sale:

Washer & dryer, Kenmore, super cycle, \$350/pr.; 824-5009.

Moving sale Aug. 24-25, 6552 St. Joe Ctr. Rd.; 485-2922.

Window air conditioner, ex. cond. used 1 yr.; old magazines; call after 12 noon; 436-1018.

Maple bunk beds, like new; '68 Chevy Malibu, ex. cond.; 485-9870.

IBM electric typewriter; lt. blue crushed velvet chair; 456-3265.

'88 Corolla, 80,000 mi. good shape, priced to sell; 484-6282.

Gas dryer, Kenmore, white, reconditioned, \$150; 484-6282.

Tennis racquet, Wilson Profile, wide-body oversize, \$65; 489-7218.

'82 GMC Carriage Conversion Van, ex. cond., loaded, asking \$6,700; 432-1550.

Refrigerator, good cond., wh., \$200; 485-8186.

Briefs

Employee Wellness Committee leads several projects

Steve Shoda, Fort Wayne GE Wellness Committee chairperson, says the group is actively working on several projects. In addition to developing the fitness program in cooperation with the YMCA and the YWCA, (see related story on Page 1), the group is involved with other wellness activities:

- Walking track through Building 17-4: near completion; access to the walking area will be through Buildings 4 and 18.
- Weight-loss program: in second week; 34 people signed up.
- Nutrition information: registered dietician will be at GE in Sept.
- Smoking cessation: committee being formed to discuss and evaluate the possibility of writing a policy.

Time to form teams for annual JA Bowl-A-Thon

Bowlers who want to participate in this year's annual Junior Achievement (JA) Bowl-A-Thon should mark their calendars for Saturday and Sunday, Oct. 12 and 13.

Teams of five people compete, with the money raised from pledges going to support JA. Last year 23 teams of Fort Wayne GE employees raised more than \$6,000 for JA. In fact, GE came in third place overall behind Magnavox and Fort Wayne National Bank. More than 27,000 area students are served by JA.

More information is available from Larry Franck (STO), 428-2990; Franny Bustos (GEM), 428-2647; or Kent Gugelman (ACSD), 434-5594. More than \$10,000 in prizes is available. Bowlers can also participate in a free party on Saturday, Oct. 12, at Piere's Grand Affairs.

Quarter Century Club members to meet September 7

The Quarter Century Club outing will be Saturday, Sept. 7, at the Allen County Memorial Coliseum. All employees with 25 or more years of service are considered members and are invited to participate. Doors open at 9:30 a.m. Refreshments and fellowship will precede the luncheon, which is scheduled for 11:30. A brief meeting is scheduled for 12:45. Drawings for door prizes will conclude the day's events.

GE to hold auction on Saturday, Aug. 24

Various items used in electronic manufacturing will be auctioned by GE on Saturday, Aug. 24. The auction will be at the Casad Industrial Park, 15202 Edgerton Road, New Haven. Items can be viewed at 8 a.m., and the auction begins at 10 a.m.

Square dancing to begin again September 6 at GE Club

GE employees and retirees are again invited to the GE Club for free square dance lessons. Guests of employees and/or retirees may also participate for a small fee. For beginners, lessons begin Friday, Sept. 6, from 7:30 to 9:30 p.m. The more advanced Golden Squares group dances every Wednesday from 1 to 3 p.m. beginning Sept. 11. More information is available from Carl Brandt, 432-1677.

Winter Street reunion deadline is September 6

The deadline for getting tickets for the Winter Street reunion is Friday, Sept. 6. The fifth annual reunion is scheduled for Saturday, Sept. 21, at the FOP Hall, 2025 Olladale Drive. Tickets are \$12 per person. Checks should be made payable to Edie VanDoorn. Send them to her at 5922 Rolling Hills Drive, Fort Wayne, IN 46804.

Remember When meeting scheduled for October 28

The GE "Remember When" group will meet at Hall's Guesthouse, 1313 W. Washington Center Road, on Monday, Oct. 28. The social hour begins at 5:30 p.m. with dinner at 6 p.m. The cost is \$11. Any woman with a GE service date prior to Dec. 31, 1960, is eligible to attend. Reservations can be made with Val Heinkel, 489-3266, or Fran Kuzeff, 622-7947. The reservation deadline is Oct. 16.

Fort Wayne GE retirees to meet in Florida on February 14

Fort Wayne GE retirees who spend their winters in Florida have scheduled their 32nd annual dinner for Friday, Feb. 14, 1992, at Pete Reyard's at Anna Maria Island in Bradenton, Fla. The social hour begins at 11:30 a.m. with dinner at 12:30 p.m. The cost is \$11, and a cash bar will be available. Reservations must be made by Jan. 31, 1992. Checks should be payable to Alberta Malcolm, and they should be sent to Malcolm at 10315 44th Avenue West, 12 Fifth Street, Bradenton, FL 34210. More information is available from Val Heinkel, 489-3266, or Alberta Malcolm, (219) 691-3572.

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- Aircraft Control Systems Department
- Specialty Transformer Operation
- Power Supply Operation

GENERAL PERIODICALS
NON-CIRCULATING

GE NEWS

Vol. 72, No. 18, September 13, 1991

Speed in customer response focus of new computer system

A large team of employees from Customer Service and Systems had a big reason to celebrate this week: they completed the task of installing, training and learning to use new computer hardware and software.

The task, which started in mid-July, was completed on time.

Every Monday, a new group of 14 employees said goodbye to their old computer system in the morning, went to a full day of training on a new computer, and by the time they returned to their desks at the end of the day, systems employees had replaced their old equipment with new.

The main value of the new service supports the customer focus of GE Motors. It will allow customer account specialists to respond faster and with greater accuracy to customer questions.



Paul Neuman and Sarah Lowery were two of the nearly 100 customer service employees who recently learned to use the new system.

Classes were taught to nearly 100 people by Roxann Shafer, sales system specialist, Cherie Pate, process manager, and Ellen Bars, of Computerland.

Although each "student" was required by their instructors to

pass a test before they could return to their work area, response from the students was positive.

"I thought the classes were good," said Judy Glover, customer account specialist. "I can see I'll

"I can get the answers much quicker with the new system. I can see a big difference."

— Lisa Day, customer account specialist

be able to get answers back to customers quicker."

After five weeks on the new system, Lisa Day, customer account specialist, said the new system was "definitely a lot faster." She said, "Sometimes I used to have to call customers back with answers, but now I can get the answers much quicker with the new system. I can see a big difference."

Several GE Motors employees in various plants will also benefit from the change. The "old" computers are being installed as additional support for the Order/Ship/Bill system.

By October 1, GE Motors will shift to a faster, simpler order entry/order processing system, according to Pate.



Balloons throughout the Customer Service area symbolized the successful completion of the training sessions. Geraldyn Schwab is pictured above. Systems employees (right) are pictured with the wall of equipment that they successfully installed. Pictured are Rick Kennedy, Farley Thornsberry, Rich Witthouse, Chris Harvey and Greg Postel.



Sign up on-going at local YWCA, YMCA

Several Fort Wayne GE employees take advantage of fitness offer

Fort Wayne GE employees who missed the first call for discounted memberships at the local YMCA and YWCA can still sign up, according to Wellness Committee chairperson Steve Shoda.

"Our initial sign-up response wasn't as high as we would have liked, but employees can sign up anytime (within the guidelines) at the YW or YM at a discount rate," said Shoda.

The basic plan is that Fort Wayne GE will pay about \$60 each year for an employee fitness program at the YWCA or YMCA to encourage employee fitness.

The exact cost to the employee varies by the program, but costs range from about \$165 to \$222 per year.

Employees who want to sign up for fitness programs should show their GE employee badge at the local YWCA or YMCA, and request sign-up information. Sign-up may take one day for processing.

Complete details of the program are available in the Aug. 23 issue of *GE News* or from Wellness Committee members. A written copy of the guideline is available by calling the GE News office at 428-3249.

Free tickets available to Fort Wayne GE employees for Philharmonic concert

Free tickets are available to Fort Wayne GE employees beginning today for the Saturday, Sept. 28, concert by the Fort Wayne Philharmonic.

The new concert, "A Taste of the Philharmonic," will be at the Embassy Theatre. The concert is designed to allow the audience to sample the musical styles the orchestra will present throughout the 1991-92 season. Works by composers such as Mozart, Wagner, Stravinsky, Beethoven, Haydn, Handel and others will be performed along with humorous and informative notes from the Philharmonic's Associate Conductor, David Crowe.

Fort Wayne GE employees may pick up the tickets at the GE branch of the Fort Wayne National Bank, located in Bldg. 21 on West Broadway. The bank is open Monday through Friday, 9 a.m. to 4 p.m. Tickets are available on a first-come, first-serve basis. Tickets are limited to six per employee.

Free tickets must be picked up at the bank by 12 noon on Wednesday, Sept. 25. Unused tickets will be returned to the Philharmonic to be sold to the public.



Freeman Rohlfig, Kent Clark and James Pelletier (son of systems employee Jim Pelletier) were among a group of 58 representing the systems team who spent a Saturday volunteering at the Community Harvest Bank.

Systems team spends a Saturday working on community project

"Since systems employees are located in several different buildings at GE, building a team spirit through working together on a community project is important to us," said Jack Sprano, systems manager.

Last year the group completed a day-long community service project at Camp Red Cedar. It was successful, so they decided to do a project again this year.

Recently, about 60 people participated in a work day at the Community Harvest Food Bank, the central warehouse for food for

local families who need food.

Some of the activities the group did included building a receiving area for food storage, painting the trim on the building and installing windows.

The group also sorted 1,000 boxes of food and packaged about 150 boxes of groceries for the elderly and shut-ins.

"The team worked well together, and we got a lot accomplished for the Food Bank," said Sprano. "We felt good working together to help to do something for others."

Briefs

Bloodmobile at Taylor Street, Broadway soon

The Bloodmobile is scheduled to be at Taylor Street on Thursday, Sept. 26, and at the GE Club on Wednesday, Oct. 9. The Taylor Street Bloodmobile will be scheduled for donors beginning at 9 a.m. through 2:30 p.m. Forms are available from and should be returned to Luana Oehlhaufen, Bldg. 21. Forms must be received by Sept. 19 for the Taylor Street drive. Donors will be notified of their scheduled times.

Entries due October 4 for fall golf scramble

The annual Fall Golf Scramble is scheduled for Saturday, Oct. 12, at the Norwood Golf Course, Huntington. The tournament will be a shotgun start at 9:00 a.m. Lunch will be served after the tournament. Entries are limited to the first 36 teams. Entry forms are available from Jeff Coffee, Taylor Street, or league managers. The entry deadline is October 4.

'Stein Hoggs' win GE Club softball league

A team called the "Stein Hoggs" finished on top in the regular season play in the GE Club Softball League. Team members include Bruce Cole, Lisa Cole, Wayne Cooper, Bill Crawford, Jeff Crawford, Mike Dawley, Greg Duvall, Bernie Ebetino, Charlie Elder, Troy Elder, Mark Gerke, Jerry Goeglein, Mark Lulling, Mike Marks, Norm Pettyjohn and Dave Schubert. Deb Schaefer was the team's statistician.

Employees adapting well to West Broadway turnstile

In the three months after the installation of a turnstile at the West Broadway gate, employees have adapted well to the change, according to Dick Huhn, manager of area services.

"After some initial problems when we first installed the turnstile, we have had very few complaints other than we found out that we needed to put up a roof so people wouldn't get wet when they're going through," he said. (The turnstile does not permit

enough space to go through with an open umbrella.)

Employees use their badges to activate the turnstile, and a guard opens the gate at high traffic times.

Anyone who needs to go through the gate can push the button beside the turnstile to notify the guard at the East Broadway reception area who can open the gate by a remote control.

The West Broadway gate is covered by cameras and microphones, so contact with a guard is always possible.

Like the turnstile beside Building 31 that has been in operation for several years, the electronic device that activates the turnstiles does compile a record of who enters and leaves the turnstiles by recording the employee I.D. badge number, date and the time of day. Since these records are available, they could be used in evaluating potential discipline cases related to work rule violations such as leaving the plant without permission.

The installation of the turnstile is part of a base cost reduction plan for 1991.



Renewing old friendships

About 850 GE employees and retirees with 25 or more years of service met Saturday, Sept. 7, for a traditional Quarter Century Club outing at the Memorial Coliseum.



Fall 1991 co-op students

This group of co-op students will be on assignment in Fort Wayne until January 1991. Kneeling (left to right): Kent Rekeweg, Eric Drummond, Phil Sailor, Brian Wuebbels, Matt Shelburne, Instructor Pete Peters. Standing: Traysa Lee, Matt Lothamer, John Jackson, Norm Hedges, Scott Hall, Tom Huneke, Julie Staraitis, Mark Deszell, Dan Dix.

Ads

For Sale:

Panasonic dot matrix printer, KXP1180, 8 mo. old, ex. cond.; 485-9724.

Sturdy bookcase bunks, mattress incl. w/sep. 3 dr. desk & bookcase unit, less than 3 yrs. old, ex. cond.; \$275; 447-3856 after 4 p.m.

'80 Fiat Spider 2000 conv., only 41,000 mi., good cond., \$3,900; 432-6536.

'86 Subaru DL, 80,000 mi., ex. cond., \$2,900; 691-3171.

Snapper lawn mower, self-propelled w/bagger, 4 hp 21" cut; \$75; 493-4754.

20 ft. pontoon, 25 horse Evinrude, 14' Sears 7.5 horse Murray trolling motor; 485-5237.

Bowling balls, 1 - 16 lbs., 1 - 14 lbs.; 432-2328.

Wanted: Dependable car under \$1,000 for student; 424-6434.

Lionel, American Flyer & Marx trains, any condition; 724-8011 after 5 p.m.

Deaths

August:

Gerald W. Brown, Keith W. Freiburger, Raymond F. Grotian, Ruth L. Hanson, Rogers Harris, Ellen M. Henry, Arthur R. Keller, Howard W. Moore, Garnall Parkison, Orvel W. Puryear, Dewey R. Simmers, Irene W. Whelan,



PERIODICALS RECEIVED

OCT 4 1991

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Fort Wayne, Indiana

- GE Motors
- Aircraft Control Systems Department
- Specialty Transformer Operation
- Power Supply Operation

GENERAL PERIODICALS
NON-CIRCULATING

Vews

Vol. 72, No. 19, September 20, 1991

STO employees share work ideas with Polish guests

When Tom Lewandowski went to Fort Wayne's sister city Plock, Poland, last October, he was asked to help build communication between the Polish Solidarnosc workers and American union workers.

Lewandowski observed that the people in Poland had much in common with people in the United States.

"Although our countries are a lot different, the way we work and approach our jobs is really very similar," said Lewandowski, president of the AFL-CIO Central Labor Council and a team member of Cell 1 in Bldg. 26-3.

Lewandowski decided the best communication was first-hand experience, so he started the project of arranging for five Polish Solidarnosc activists to visit Fort Wayne and Northern Indiana.

While the group visited several businesses to observe the American way of work during their 17-day stay, Lewandowski arranged for them to visit his own work area last Friday.

"They had just visited the GM plant where there is a big emphasis on technology and robots," said Lewandowski.

"But they could relate better to us here in the work cells at Trans-

former because our work relies on the worker more than technology," he said. "The people are used to being self-reliant and self-directed, so learning from our cell concept was quite compatible with what they already do."

Besides learning about the cell concept, the group also learned about bargaining and grievance processes.

Lewandowski said the whole experience was rewarding for him and others involved with the project.

"Having them here reinforced how people are the same around the world," he said.

"These people have been through so much. They have gone through tremendous changes, but they have never lost their principles. They have been flexible throughout the whole process."

"They have gone through tremendous changes, but they have never lost their principles. They have been flexible throughout the whole process."

—Tom Lewandowski

The project was funded by the Free Trade Union Institute, associated with the national AFL-CIO, and a grant from the Foellinger Foundation to Indiana-Purdue University at Fort Wayne. The Indiana University Division of Labor Studies also helped with the project.



Dick Barrett (left), STO final assembler, shows his Polish guest how to complete the final test on this transformer. Barrett said he enjoyed meeting the Polish group. "It was interesting how well we could communicate although we don't speak the same language," he said.



LeRoy Jenkins (center), STO winder, explains to the group (through their translator) about the work cells in Bldg. 26-2.

Second year for successful program

South Side High School students looking for a few good GE mentors

Many people beside's Scott Morschhauser's mother probably thinks he turned out ok.

Scott works as a GE Motors computer systems analyst, he's married to Elaine (who is on the GE information systems management training program), and he composes music, sings and performs with his own band.

But Scott says he would have benefitted from some additional mentoring when he was a teenager. That's why he signed up to become part of the Fort Wayne GE/South Side High School Mentoring Program last year.

"When you're a teenager, you face many crossroads that affect your whole life," said Morschhauser. "Everyone — parents and counselors — has a road they want you to take, and it's hard to decide what you should do."

About 22 Fort Wayne GE employees participated in the program last year, which is scheduled to start again soon.

Each participant is matched with a South Side High School student who typically has potential

but needs additional structure.

The mentor agrees to spend about an hour a week "coaching" the student.

"We usually talk about courses and grades, encourage good study habits and the importance of getting work done," said Dick

Schwartz, manager of sales development, who leads the mentoring program.

After a successful first year for the mentoring program, both Schwartz and Morschhauser have decided to continue a second year.

"The key to the program is the one-on-one with the student at a flexible time," said Schwartz.

Morschhauser, for example, meets his student, Nate Mendill, at McDonald's for breakfast about once a week.

Nate, a senior, is now taking a full academic schedule because he plans to go to college. But it was through his talks with Morschhauser that he realized he wasn't taking the best classes to prepare him for his future.

"Scott has helped me a lot," said Nate, who also works at least 10 hours a week and participates in choir. "He's like a big brother who gives me good advice."

Any Fort Wayne GE employee who is interested in participating in the mentoring program should call Schwartz at 428-2267.

The program is just beginning, and there are more students than mentors, according to Schwartz.

"It's a rewarding experience," added Schwartz.

So far, nearly all of last year's mentors have agreed to participate another year.



Computer systems analyst Scott Morschhauser (right) meets South Side senior, Nate Mendill, each week as part of the mentoring program. Any Fort Wayne GE employee interested in becoming a mentor should contact Dick Schwartz, Bldg. 18-2.

GE employees quick to respond to Philharmonic's free ticket offer

Fort Wayne GE employees who were quick to respond to the Philharmonic's offer of free tickets for the September 28 concert will be treated to an evening of music sampling the season's concerts.

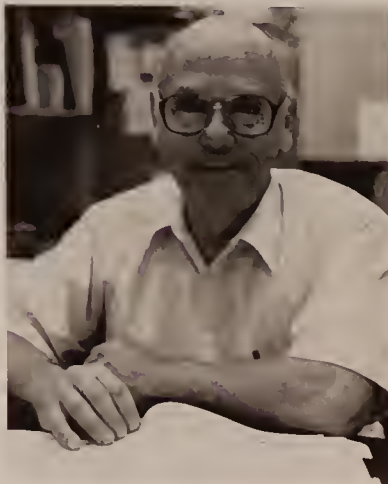
One member of the violin section may also look familiar. Ed Papiez, a manufacturing engineer at the Wire Mill, is a 22-year member of the Philharmonic's violin section.

Papiez, who started playing the violin at age 7, said he can't call his "second job" a "hobby." "It's really an avocation," he explained.

After a full day at the Wire Mill, he spends most of his evenings playing the violin - either rehearsing with the orchestra or practicing his part at home.

Papiez is pleased with the response from GE employees for the concert tickets.

"I hope they come and enjoy our concert," he said.



Ed Papiez has spent 11 of his 40 years with GE at the Wire Mill as a manufacturing engineer, and about 22 years as a violinist with the Philharmonic.

All of the free tickets for GE employees have been taken. Tickets are available from the Philharmonic for \$5.



Working with suppliers to improve productivity

Sourcing's Allen Scott and other GE Motors employees from several other functions met with a group of suppliers last week to jointly develop new ways of doing business to improve productivity. According to Scott, the group developed action plans for several ideas.

Briefs

Former HMO employees invited to 7th annual reunion

The seventh annual reunion for former employees of the Broadway Hermetic Motor Operation is scheduled for Friday, Nov. 1. The date of the reunion has been changed from the original announced date of Nov. 2 because of a scheduling conflict.

The event will begin at 6:30 p.m. at Goeglein's, 7311 Maysville Road. There will be food, a cash bar and door prizes; the cost is \$9 per person. The reservation form and payment must be returned by Oct. 15. Questions may be directed to retirees Dottie Askren or Martha Musselman.



Good response to Basic Industrial Education classes

Response from GE Motors employees at Taylor Street and Broadway to the Basic Industrial Education classes has been positive, according to Shirley Lambert, production facilitator. The classes are intended to improve basic work skills. Topics include shop math, blueprint reading, using gauges and SPC (statistical process control). Pictured above are some of Taylor Street's second shift employees who are currently taking the class. Pictured are (from left) Sheila Brown, Betty Rowlett, Larry Davis, Tom Johnson, Lana Davis and Jerry Rambo. Jack Guthrie is the instructor.

7th Annual HMO Reunion Reservation Form

Enclosed is \$ _____ for _____ reservations (at \$9 per person.)

NAME _____

GUEST'S NAME _____

HOME PHONE NO. _____

Make checks payable to Martha Musselman. Return this form and check to Ed Evans, ACSD; or Martha Musselman, 1300 Daly Drive, New Haven, IN 46774.

Pensioners begin potluck and euchre parties at GE Club

Tuesday, Oct. 8, will be the first GE pensioner potluck this year. Other dates are Dec. 3, March 10, 1992, and May 12, 1992. A donation will be requested for coffee and supplies. Pensioners are asked to bring table service as well as a hot dish, salad or dessert to share.

As always, the potluck is scheduled for the GE Club at 11:30 a.m. All Fort Wayne GE pensioners and their spouses are invited.

The GE Club Euchre group schedule will start at 12:30 p.m. on Tuesday, Oct. 1. Other dates are November 5 and 26. Dates in 1992 are Jan. 7, Feb. 4, March 3, Apr. 7 and May 5. The group will meet in the GE Club bowling alley.

GE Club table tennis league to begin

Employees who are interested in joining the GE Table Tennis League should get their paddles ready. Organizers Dale Yoder and Phil Herrick say the league is a handicap league, allowing players of all abilities.

The group is scheduled to play at the GE Club every Tuesday and Thursday from 5 to 6 p.m. (except holidays). Six practice sessions are scheduled to begin September 18. More information is available from Yoder, 428-3212, or Herrick, 485-6704.

GE Club bowling alley open for season

The GE Club Lanes have opened for the regular season of league bowling. Open bowling is offered 5:30 to 8:30 on Tuesdays and 3 to 6 p.m. on Saturdays. On Mondays and Thursdays, the Lanes will be open for bowling and sandwiches during lunchtime. Some evening and weekend leagues have openings for additional bowlers.

Ads

For Sale:

- '75 Dodge Dart, new tires, battery, starter; starts in winter; \$475; 489-7521 evenings.
- '86 Subaru DL, 5 sp, 80,000 miles, ex. cond; 691-3171.
- '82 Honda Nighthawk 650, only 9,800 mi.; good tires; looks & drives like new; \$900; 419-399-5227.

- Water heater, slate, 50 gal.; \$50; 434-5312.
- .50 cal Hawkin cap & ball Lyman rifle, extras \$200; 447-4066.
- Antique dining room table, 4 chairs & buffet; 749-4334.
- Dinette set & 6 chairs, white & gold, extra nice condition; 447-3140.

MAIL INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

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(For quickest response, please mail non-irreparable address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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Barranco talks with Taylor Street employees about need for change

In a series of 15 meetings this week at the Taylor Street plant, GE Motors Manufacturing General Manager Joe Barranco discussed with employees the importance of cycle time, quality and costs.

"Reducing cycle time and quality improvements are *essential* to Taylor Street's future," he said.

"While improvements have been made, it has not come fast enough. In today's market, customers will not wait several days for a motor," he said. "Our job security is tied to pleasing our customers. We *have* to change our ways of doing things to reduce cycle time," he said.

"Today our customers want a quality product at a fair price and when they want it."

Barranco told the groups that when he is faced with a decision of which plant will be given an order, he considers the plant's cycle time and quality.

"The plants with the lowest cost/shortest cycles who delight their customers with quality will

get the orders to build the motors," he said.

"Frankly, Taylor Street has a lot of work to do to improve plant performance," said Barranco.

"The plants that demonstrate the willingness to change the ways of doing things and work as a team to do whatever is necessary to produce quality motors in shorter cycle times will be the winners," he added.

"Things have changed for us tremendously in our market in the past few years, and if you think there's ever going to be a plant without change, you're unrealistic."

One way employees can help the process is to support the proposed new bumping procedure, Barranco said. "The system we have now is archaic. It hurts our ability to serve customers and makes us uncompetitive"

"The proposed procedure is a win/win for employees and the company," he said.

GE Motors Vice President Jim Rogers also talked with employees



Meetings with Taylor Street employees began at 5:58 a.m. with third shift employees. Pictured here are some first shift employees.

at several of the meetings.

Rogers also encouraged employee involvement. "Every plant turn around has come from the people on the floor," he said.

"We need a cultural revolution to turn things around. The

people here at Taylor Street have what it takes to turn things around. We all must work together to get where we need to be in today's marketplace. But we can't wait until tomorrow to do it."



Manufacturing General Manager Joe Barranco (above) talked with all Taylor Street employees, including this second shift group (left) this week.

Open enrollment for five GE benefits to begin Oct. 28

October 28 through November 27, 1991, is an important period for all GE employees. That's when there will be an "open enrollment" for five of GE's employee benefits:

- Flexible Spending Accounts (FSA)
- Savings & Security Program (S&SP) Life Insurance
- Dependent Life Insurance Plans
- Long Term Disability Income (LTDI) Plans
- Voluntary Pension Account (VPA)

The open enrollment for S&SP Life Insurance, Dependent Life Insurance, and LTDI occurs because of the improvements in these plans that become effective January 1, 1992. It's a one-time opportunity to enroll for these benefits without having to provide evidence of good health — even if

you have been previously turned down for such coverage.

Enrollment for FSA is an annual event. You must enroll for FSA each year during the annual enrollment period to participate in the plan the next year, even if you are already enrolled.

For VPA, once you sign up your participation remains in effect until you cancel it. To resume participation you must enroll by December 1 for participation to begin the following year.

Enroll by phone and form

Enrollment for FSA and S&SP Life Insurance will be done by phone. For the other three benefits, it's by mailing an enrollment form.

■ For FSA the number to call is 1-800-252-5259. For S&SP, 1-800-432-4313. In both cases, you'll connect with a voice response

system, or "talking computer" that will give you easy-to-follow instructions for conducting your transaction. To use the systems you'll need a Personal Identification Number, or PIN.

■ For LTDI, Dependent Life, and VPA, you must complete an enrollment form and mail it to the GE Insurance Enrollment Center during the enrollment period. A pre-addressed return envelope will be provided.

Enrollment kit coming

In late October an Open Enrollment Kit containing a brochure and the enrollment form will be mailed to the homes of all eligible employees. When you receive your kit, read the material carefully. Don't miss this opportunity to obtain those benefits which meet the needs of you and your family. ■

How to get a PIN

You need a PIN (Personal Identification Number) to enroll for FSA or S&SP Life Insurance by phone during the benefits open enrollment period. You also need a PIN to conduct other S&SP transactions — withdrawals, investment switching, ReadLoan requests, changes in contributions and investment elections, plus others.

Most of the S&SP forms used before have been eliminated. In place of filling out forms, you use your PIN and Social Security number.

It's important to have a PIN. Besides FSA enrollments and S&SP transactions, before long many other GE benefit actions will be handled by telephone.

To get a PIN or change the one you have, call 1-800-432-4313. ■

Survey to get information on health benefits of working spouses slated for October

Beginning in January 1992, GE employees enrolled for dependent medical coverage whose spouses work and have declined the medical coverage offered by their employer will pay up to an additional \$10 per week for the coverage.

Those whose spouses earn under \$21,000 can apply to have the additional contribution reduced. For example, if your spouse earns between \$15,000 and \$20,999, the weekly amount can be reduced to \$5. If your spouse's earnings are under \$15,000 there is no additional payment. There is also no additional contribution when you are on layoff, absent due to illness, or when you are retired.

If your spouse is enrolled in his or her employer's health benefits plan for employee coverage, or your spouse's employer does not offer health benefits, you can elect dependent coverage for your spouse under the GE plan without paying the additional contribution.

Reason for change

This additional contribution for working spouses who have declined their employer's medical coverage was one of the changes in the medical benefits plan announced this summer. According to Chuck Buck, GE staff executive for Health Care Management Programs, it was designed to encourage working spouses of GE employees to participate in their employer's health benefits.

"It is also a response to the practice by some employers of

offering their employees financial incentives to decline their health benefits coverage," Buck said. "As a result of that practice, the employees participate as dependents in their spouse's employer-provided health coverage. This affects GE often because of its comprehensive medical benefits and relatively low employee contributions for dependent coverage. The upshot is that GE pays additional health costs for some spouses employed by other companies."

Questionnaire mailed to homes

As a first step toward implementing the additional contribution, employees who are enrolled for GE dependent medical coverage will receive a survey questionnaire designed to obtain information about their spouse's employment and health benefits status. It will be mailed to employees' homes in late October and must be completed and returned to the GE Insurance Enrollment Center by November 27.

Exceptions to this are as follows:

■ If your spouse is not currently employed or is not eligible for medical coverage, you will not be required to complete the questionnaire.

■ If medical claim records already indicate that your spouse is enrolled for the primary health benefits offered by his or her employer, you will not receive the questionnaire.

If you have questions you may call the GE Insurance Enrollment Center (1-800-252-5259) beginning October 28.

Wellness Committee arranges for GE employees to get health magazine **FREE**

Fort Wayne GE employees who would like to receive a year's free subscription to *Prevention*, a monthly health magazine, can receive one just for the asking.

"The only requirements are that the person must be a new subscriber and they must be willing to fill out two questionnaires – one at the beginning and one at the end – to sample how the magazine may have helped to change the health habits of the reader during the year," said Patt Murua, Wellness Committee member from Bldg. 4-2.

Anyone who is interested should complete the form below and return it to GE News, Bldg. 18-3. All requests for subscriptions must be received by Oct. 31.



Wellness Committee member Patt Murua displays copies of *Prevention* magazine which is available to Fort Wayne GE employees.

Prevention Magazine Free Subscription Offer Coupon

_____ Yes, I want a year's free subscription to *Prevention* magazine available to active Fort Wayne GE employees. I understand that I must complete a questionnaire prior to the first issue and at the end of the year's free subscription. I do not currently subscribe to *Prevention* magazine.

Name _____

Home Mailing Address _____

Work Location _____

Return this form by October 31 to GE News, Bldg. 18-3.

Scholarship Award Competition GE Foundation begins search for STAR, ACE applicants

The GE Foundation's annual search for high school seniors to compete as "STARS" and "ACES" in 1992 is now under way.

The STAR (Student and Teacher Achievement and Recognition) and ACE (Award for Career Education) programs continue to provide scholarship awards to high-achieving sons and daughters of GE employees and retirees.

The programs also provide recognition to high school teachers selected by the scholarship winners as having had a great influence on their success. Up to 125 U.S. and 15 Canadian STAR winners will be selected to receive \$1000 each, and an additional \$500 will be awarded to the high school of each student in honor of the selected teachers.

Up to 100 ACE winners to be selected from the U.S. and Canada will each receive \$500, with an additional \$250 going to their high schools to honor their teachers.

The actual number of winners will depend upon the number of qualified applicants. Scholarship winners in both programs will be

selected by the Citizens' Scholarship Foundation of America (CSFA).

Eligibility requirements STAR applicants must be seniors in public, private, or parochial high schools planning to enroll in a full-time undergraduate course of study at an accredited four-year college or university.

ACE applicants must be high school seniors or graduates of less than one year who plan to enroll in a full-time course of study at an accredited post-secondary two- or three-year community college, junior college, hospital school of nursing, or vocational trade or technical school.

Dependent children of full-time employees, or children of those who retired directly from GE or its majority-owned domestic affiliates are eligible to compete in either program.

Scholarship winners must use their awards toward their educational expenses during their first year of post-secondary training. Applications must be submitted to CSFA by January 15, 1992.

All entrants will be notified by CSFA of the results of the competitions on or about April 5. Brochures with application forms and complete details on both programs may be obtained from employee relations offices.

The GE News is published the first three Fridays of each month in the interest of all Fort Wayne GE employees.
Karen Horn - Manager of Communication
Bldg. 18-3 8*380-3249

Briefs

Winners named in GE softball, golf leagues for season

On September 18, the GE League softball team, Thirsty Horde defeated the Tom Cats to win the league's annual tourney. Members of the winning team include Patrick Appleby, Craig Bergstrom, Jeff Coffee, Bob Dunlap, Gene Edwards, Bill Freiburger, Alan Folkersma, Mike Henry, Kermit Hoffman, Doug Imbody, Mike Murray, Mark Reiter, Steve Solan, Jim Stewart and Mike Windell.

The 1991 Tournament of Champions for the GE Golf Leagues was played at the Deer Track Golf Course. The team placings are as follows: 1) Thursday Foster Park; 2) Wednesday Foster Park; 3) ACSD Team #2; 4) Monday Brookwood; 5) ACSD Team #1; 6) Tuesday Brookwood; 7) Thursday Foster Park Team #2. Members of the winning team include Glen Cole, Lynn Bradtmueller, Steve McBride and Jim Traheen.

Ads

For Sale:

14' alum. fish boat/trailer, 7.5 Mercury, foot cd. trolling motor; 485-5237.

Simplicity snow blower, 436-1670.

Condominium, 2 bdrm, 1 1/2 bath, tennis, sauna, whirlpool, pool, \$31,500 or will lease to buy; 484-4081.

Sofa & chair, green, good cond., \$150; officedesk, 5' glass top, \$40; 447-2280.

'87 Mobile home, 14x70' Parkwood, central air on Woodburn Mobile Home Ct., 1A, by appt.; 219-632-4755.

Twin bed/twin trundle bed, matching dresser/bookcase & chest; 432-6150.

'75 Dodge Dart, runs & starts good in winter; new tires, battery, starter, \$450; 489-7218.

Answer Blood Glucose monitoring test kit, new \$20; 744-0785.

'82 Chevy, 4-speed; 482-5654.

Wanted to rent:

Storage space for 14' boat & trailer; 485-1606.

For Rent:

1 bedroom apt., Huntertown, nice country setting, \$300 + lights; 63-5305.

SW large 3 br, 1 1/2 baths, bsmt \$250 mo. 747-4066.

Deaths

September:

Pauline Berquist; Richard L. Bogner; James R. DeArmond; Ralph E. Elder; Hazel Dennis; Ed H. Gerdorn; Earl L. Greenlee; Maurice E. Guenther; Bernard S. Kain, Sr.; Elizabeth (Betty) Haines; Martin F. Hegerfeld, Sr.; Robert T. Hess; Richard C. Lare; Aleda B. McWhirter; Audrey M. Oberly; Betty A. Pantello; Rosemary M. Ramirez; Max A. Tritch; Ralph W. Vaughn; Clara L. Williams.

Recent deaths, not previously reported:

Ray Scherer; Martin P. Vogel; Maggie W. White

Taylor Street employees respond to Barranco meetings

Response from Taylor Street employees following meetings last week with Joe Barranco, GE Motors general manager of manufacturing, has generated a lot of emotion.

Barranco met with all Taylor Street employees in a series of 15 meetings to talk about the need to change old ways of doing things to improve productivity, quality and cycle time.

About 33 percent of Taylor Street employees responded to a survey about the meetings.

An overwhelming majority of those who responded checked "count me in" on the question asking for their commitment for being part of a team to "do whatever it takes to make Taylor Street world class."

The majority of those who responded also said:

- the meetings were "very useful;"
- they "understand fully the message that the plants that perform well will receive the motor orders;"
- they are "very aware" that Taylor Street needs to make improvements in productivity, quality, cycle time and promises kept to be competitive;
- they "fully agree" that they at Taylor Street have the power to retain and grow the business if they make major changes.

Most respondents also made written comments which have been forwarded to Barranco.

Many comments raised issues regarding pay rates, management leadership, morale and job security.

Employees comment

Four employees were randomly selected by GE News to give their comments about the meeting.

Ruth Martin, pang born machine operator, said, "I think we can do better. What Barranco said was valid. We do our work here (in my area). If everybody will work together, we can keep our jobs. I love my job, and I don't want anyone else to do my job as long as I'm able to do it myself," she said.

Bob Schiffl, mold and die repair, said, "I think it would take everyone working together to turn this place around. We also need to get rid of pay inequities. We also need stronger leadership."

Byron Clayton, CNC lathe operator, said, "We've been through this so many times. I've been to Work Out, Team Power and other things like that, but we need better follow-through. I've been here 28 years, and my job is on the line."

Linda Sommer, stator repair, said she had a negative feeling after the meetings. "There needs to be better communication between the people and management," she said. "We want our promises kept, and we want to keep our jobs."



Bob Schiffl, mold and die repairperson



Ruth Martin, pang born machine operator



Linda Sommer, stator repair, winding area



Byron Clayton, CNC lathe operator

Nearly 70 employees attend first meeting to look for ways to improve

Immediately following last week's meeting, Sherry Adler was one of several employees who "didn't like the message but knew something had to be done."

Although she was "frustrated," Adler chose to write a letter to other Taylor Street employees asking anyone who wanted to get together last Friday to talk about what they could do.

"I knew that if we sit and do nothing, we could lose our jobs," she said. "Somebody had to take the first step."

Meetings initiated by employees

Adler also wanted the meeting to be initiated by the employees themselves. "I didn't want it associated with anyone but the employees," she said.

"It concerns me that cycle reduction could mean a reduction in the workforce, and I could be affected because I don't have that much seniority here at Fort Wayne."

Adler is one of several employees who transferred from the Decatur plant.

'I was hoping for more enthusiasm, but I am glad for what we got.'

- Sherry Adler, Taylor Street

Knowing that she would face a lot of negative attitudes from other employees, Adler went ahead and wrote the letter.

About 70 employees attended the first meeting, and of those, 15 volunteered to be team leaders to carry the process further.

"I was hoping for more enthusiasm, but I am glad for what we got," she said.

"We asked each team to list five problems. If each team can attack five problems, we should be able to increase our productivity and quality."

Negative and positive attitudes

"I've gotten some negative and some positive feedback. Some people say that unless the company can promise them jobs through 1995, they aren't going to do anything."

"Others think that this is all leading up to another pay cut. There's still a lot of antagonism here about the \$1.20."

"But I was so frustrated watching all of these people, and I want to do something about our

destiny," said Adler.

When interviewed earlier this week, Adler was worried about the follow-up meeting on Friday (Oct. 18). "Maybe they won't come back, and it will flop."

But for now, Adler's leading the charge ahead.

"Somebody's got to take the first step," she said.

Here's what I want fixed to reduce cycle time and improve quality:

Name:

Send to GE News, Bldg. 18-3



Taylor Street's Sherry Adler at her job at the rotor oven.

100 respond to free magazine offer so far

About 100 Fort Wayne GE employees have responded so far to the offer in last week's GE News for a year's free subscription to *Prevention* magazine. *Prevention* is a monthly health publication.

The Fort Wayne GE Wellness Committee has arranged for the free subscriptions for active Fort Wayne GE employees.

Requirements are that the person must be a new sub-

scriber and willing to fill out two questionnaires - one at the beginning and one at the end - to sample how the magazine may have helped to change the health habits of the reader during the year.

Anyone who is interested should complete the form below and return it to GE News, Bldg. 18-3. All requests for subscriptions must be received by Oct. 31. ■



Broadway employees working to reduce cycle time
These employees from Broadway's DC armature area are pictured with engineering co-op Jon Dubbelde (second from right) as they discuss the details of the plan to rearrange their work area to reduce cycle time. Pictured are (from left) Lonnie Wall, Charlie Eversole, Floyd Ferguson, Dave Ratcliff, Dubbelde, and Carl Reinking.

The law is clear: sexual harassment not allowed in workplace

Editor's Note: This article was published earlier this year in the May issue of Motors News. Because of the recent attention on the subject, the article has been reprinted for those who may have missed it.

All GE employees are entitled to a harassment-free work environment and will have management support when reporting any type of harassment or related inappropriate behavior they may encounter, according to company policy.

Sexual harassment defined
EEOC guidelines and state statutes define two types of sexual harassment:

- Unwelcome sexual advances; requests for sexual favors, sexual demands; or other verbal, physical or visual conduct of a sexual nature; when giving into such conduct is a term or condition of an individual's employment.
- Conduct with the purpose of interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

- Examples of sexual harassment**
Here are some examples of sexual harassment that will not be tolerated in the workplace:
- Physical contact, such as touching, patting, pinching, brushing.
 - Demanding, requesting or suggesting a sexual relationship.
 - Telling sexually offensive jokes.
 - Displaying nude (or even suggestive) pictures, cartoons, diagrams or graffiti.
 - Giving suggestive looks, conspicuous staring or ogling.
 - Sexually obscene or teasing gestures.
 - Making sexually demeaning remarks.

Confidentiality respected
An employee who thinks she or he is being sexually harassed on the job should discuss the situation with her/his supervisor or manager.
If the source of the harassment is the manager or supervisor or if the employee is uncomfortable with him or her, the person with the complaint should contact her/his employee relations representative.

Because of the sensitivity and seriousness of the topic, each case will be promptly and confidentially investigated.
Employees who are found to have sexually harassed other employees will be subject to disciplinary action, including discharge. ■

Prevention Magazine Free Subscription Offer Coupon

Yes, I want a year's free subscription to *Prevention* magazine available to active Fort Wayne GE employees. I understand that I must complete a questionnaire prior to the first issue and at the end of the year's free subscription. I do not currently subscribe to *Prevention* magazine.

Name _____

Home Mailing Address _____

Work Location _____

Return this form by October 31 to GE News, Bldg. 18-3.

Briefs

Tom Wyss to be honored with national award

GE Motors employee Senator Tom Wyss will be honored by the National Commission Against Drunk Driving for taking a leadership role in initiating legislation for stiffer measurements and penalties for drunk drivers. Wyss will receive his award in Washington, D.C., in December.

December Pensioner Potluck changed to December 10

The December potluck for GE retirees has been changed from December 3 to December 10. Dates for potlucks in 1992 include March 10 and May 12. A donation will be requested for coffee and supplies. Retirees are asked to bring table service, a hot dish, salad or dessert to share. Potlucks are scheduled for 11:30 a.m. in the GE Club. All Fort Wayne GE retirees and their spouses are invited.

GE Volunteer Fire Department sets Christmas dinner

The annual GE Volunteer Fire Department Christmas dinner is scheduled for Saturday, Dec. 7, at Monty's Catering, 2025 Olladale Drive. Dinner is scheduled to follow the cocktail hour, which will begin at 4 p.m. Reservations for dinner and a \$5 deposit should be sent to Judy Adams, Bldg. 4-4, by November 25. Nominations for officers for 1992 should be sent or called to Adams, 428-3366.

Ads

Lost:
Men's diamond wedding ring lost near Broadway plant; reward; 428-2844 1st shift, ask for Jerry, or 637-8015 after 6 p.m.

For sale:
Black walnut meats, \$3/pt.; 693-2334.
2 Daytona tires w/mag wheels, 8" rims; 436-3942.

MAIL INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

[For quickest response, please mail non-intercompany address changes directly to Mail Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.]

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Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801.

Ads

Limit 40 letters, please. _____

Check one:

☐ For sale

☐ Wanted

☐ For Rent

☐ Free

☐ Ride Wanted

☐ Riders Wanted

☐ Lost

☐ Found

Policy: Ads must be received by noon on Monday before publication on Friday. Only one ad per issue may be submitted with no more than 40 letters per ad. Ads for the same item can be run for only two consecutive issues; the same ad may be re-run again after a 2-month period. The *GE News* reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Bldg. _____ Home Phone _____

Signature _____

45 Broadway employees meet with customer in Work Out

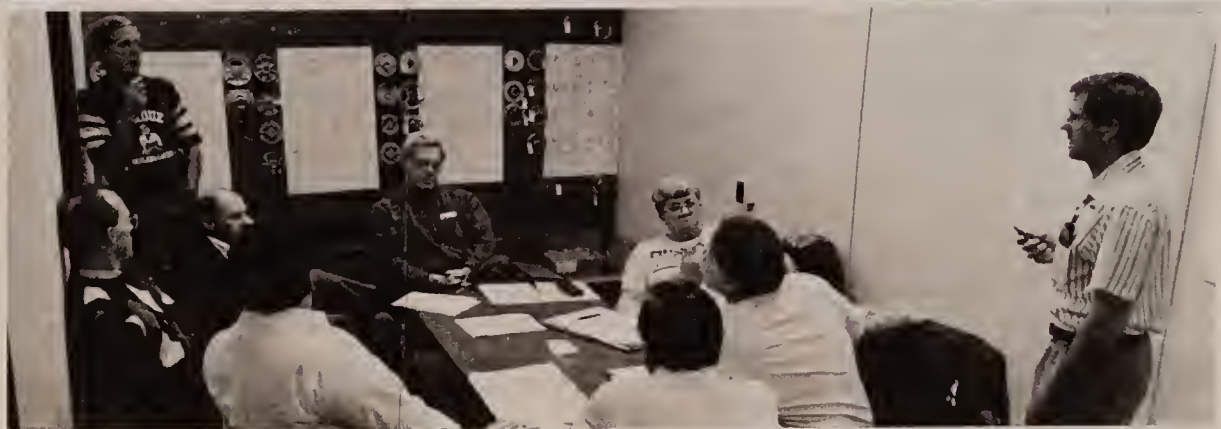
Adopting a zero defect philosophy is key in a strong partnership between GE Motors and the Tennant Company, according to Don Carlton, Tennant's Corporate Procurement Manager.

Producing world class quality products is essential for the future, he told 45 Broadway employees last week who participated in a Work Out focused on reducing cycle time.

Carlton told Broadway employees that every employee of Tennant goes through rigorous quality training because they consider quality part of their routine business process, not a supplementary program.

Following remarks from Carlton and from Broadway Plant Manager Dick Krause, the group divided into six work teams to attack cycle time problems.

(Top right photo): GE Motors customer Don Carlton spoke to 45 Broadway employees this week in a Work Out to reduce cycle time. (Lower right photo): This is one of six Broadway Work Out teams. This group discussed getting to a daily schedule in DC endshields.



Several Taylor Street employees show up for second meeting

Winding Group Leader Geraldine Wobler was one of about 40 Taylor Street employees who attended a follow-up meeting called by employees to take actions to make changes at Taylor Street.

Wobler is one of about 15 people who volunteered to take a lead role in finding ways to reduce cycle time. Her group decided to focus on quality.

"We feel if we improve our quality, then cycle time will also improve," said Geraldine. "We're focusing on doing it right the first time."

Wobler said she and several others decided to get involved because of "job protection and to insure our pensions," she said.

"We were just kind of rolling along and Sherry Adler kind of put a little fire under our feet."

"We have pride in our past, and when the whole plant is working together and people are behind you, we can make changes."

"Some people here think it is useless, and that they will close our plant. But as a mother and grandmother, I know it ain't over until it's over."

Recognizing that all Taylor Street employees do not share her enthusiasm, Wobler says, "Some of them blame the engineers and managers. All I've got to say is, yes, the engineers don't walk on water, but those guys standing off to the side don't walk on water either."



These Fort Wayne GE employees are ready, willing and trained to help other employees quit smoking. Pictured (from left) are Pat Rotundo, ACSD; Kim Shade, ACSD; A.J. Ball, M.D.; Marilyn Wright, GEM; Barb Fleming, STO; Don Shafer, GEM.

Smoking cessation classes to begin for employees who want to quit

Fort Wayne GE employees who want to quit smoking are invited to sign up for classes to begin Monday, Nov. 11.

"Most smokers would like to stop but need help," said Medical Director A.J. Ball, M.D. This program offers a group experience with individual attention, said Dr. Ball.

Facilitators are all Fort Wayne GE employee volunteers who have been trained by the American Cancer Society. The classes are sponsored by the Wellness Committee.

The classes, offered at three different times, are available free to Fort Wayne GE employees and pensioners as well as their dependents, spouses and significant others.

"Smoking is the leading preventable cause of death and illness in the U.S.," said Dr. Ball.

'Smoking is the leading preventable cause of death and illness in the U.S.'

— A.J. Ball, M.D.

The classes have been prompted by the Wellness Committee. According to a recent survey taken by the committee, about 25 percent of Fort Wayne GE employees smoke.

The program consists of four one-hour sessions that meet two times per week for two weeks. The classes end on November 21, the "Great American Smokeout Day."

Those who want to sign up should call Rita Giles at the Medical Clinic, Bldg. 21, 428-3600, by Wednesday, Nov. 6.



Geraldine Wobler, winding group leader, Taylor Street

Better service, quality, productivity key to more orders: Barranco

In a series of meetings with all Broadway employees this week, GE Motors Manufacturing Manager Joe Barranco showed charts illustrating that Broadway's quality, cycle times and productivity numbers have improved in recent years. "But customers are asking for even better results today," he said.

"We have tremendous pressures today from rising costs and from our customers to keep prices down," he said. "Productivity must offset costs to maintain competitive prices in order to get more orders."

He said customers simply want a quality product at a fair price

when they want it.

Barranco showed charts saying that Broadway motor costs are high. "Our cost of building each motor must be lower for us to be competitive."

He said going to the cell concept in the AC production area increased their productivity.

"There's only so much business out there," he said. "We can continue as we are and let competitors take orders away from us, or we can work together to take business away from our competitors."

Joe Barranco (right photo) talked with all Broadway employees this week in a series of meetings.



Save money with mail-order prescription drugs

About 70% of prescription drugs are for "maintenance," or long term treatment of a chronic condition, says a report in a leading employee benefits publication. Beginning in January, GE's new mail order drug program will offer you a convenient method of obtaining maintenance drugs of the highest quality at lower costs.

The mail-order program is one of the improvements in GE's medical benefits plan introduced last summer.

Offers many benefits

With the mail-order program

Q&A

Q. What is a generic drug?

A. A generic drug is called by its basic chemical name instead of a brand name chosen by the manufacturer. Generic drugs have the same active ingredients and can do the same job as brand-name drugs.

Q. What is the difference between a generic drug and a brand-name drug?

A. Simply stated, there is essentially no difference in the quality between a drug produced under its brand name or under its scientific (generic) name. Only the manufacturer is different — and the price.

you will be able to obtain medications prescribed by your doctor and enjoy these benefits:

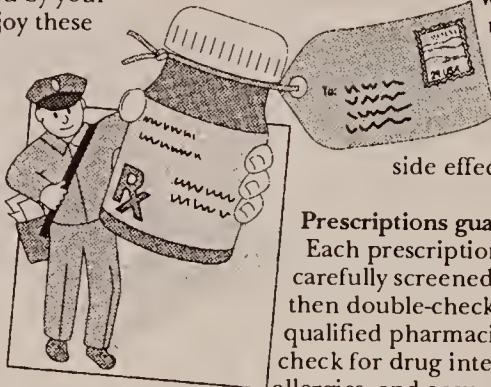
- No deductible
- One low co-payment for each prescription
- No claim forms
- No waiting to be reimbursed
- Convenient home delivery

For each prescription, you will pay only \$4 for generic drugs or \$11 for brand-name drugs, for up to a 90 day supply. In many cases, this will be a substantial savings over what you are now paying.

For example, the brandname drug Vasotec, taken twice a day for high blood pressure, costs \$261.08 for a 90-day supply. If you've met your deductible you will pay 15%, or \$39.16. Through the mail-order program your cost will be only \$11 — a savings of \$28.16.

Your order will normally be processed within 48 hours of receipt and you will receive the medication at home 10 to 14 days after mailing your order. The package will contain instructions for ordering refills, a new order envelope, and, in most cases, a drug information brochure which

will spell out how the drug works, what it is used for, storage requirements, and possible side effects.



Prescriptions guaranteed

Each prescription will be carefully screened, filled, and then double-checked by highly qualified pharmacists. They check for drug interactions, allergies, and accuracy. The prescriptions are guaranteed 100% accurate in potency and quantity.

There will also be a toll-free number you can call if you have questions about your prescription.

More information coming

In December, you'll receive a special package mailed to your home that will explain how to use the program. Read it carefully and keep it with other important benefits information for you and your family.

The rising cost of prescription drugs is an area of concern for everyone. By using this mail-order option for prescription drugs, you will reduce your costs and help GE save money, too. That's because of the low co-payment for you and the large discount for GE on the price of drugs.

Briefs

Auction scheduled for Saturday at 10 a.m.

Surplus items will be up for auction to the public on Saturday, Oct. 26, at 10 a.m., in Building 17.

Items include automatic grinders, drill presses, boring mill center drill, welders, file cabinets, drafting tables, desks, small shop lathes and more.

Also, because of the auction, the area between Buildings 17, 18 and 8 will be roped off on Monday and Tuesday, Oct. 28 and 29, to allow buyers from the auction to load their purchases without potential damage to employee vehicles.

Basketball league organizes

Anyone interested in entering a basketball team in the GE Club Basketball League should plan to attend an organizational meeting at 5:30 p.m., Thursday, Oct. 31, in the GE Club. More information is available from Carl Clancy, 744-2482.

Retirement planning seminars offered in Dec.

Employees who plan to retire in the next few years can sign up for one of two retirement planning sessions. Session I is scheduled for Dec. 4 and 5, 6:30-8:30 p.m. Session II is set for Saturday, Dec. 7, 9 a.m.-1 p.m.

The classes are presented by GE Kidder, Peabody. More information is available from Marilyn Rupright, Bldg. 18-3, 428-3239.

MAST classes offered at Taylor Street

Taylor Street employees who want a basic knowledge and understanding of electric motors can sign up for Motor Application & Sales Training (MAST) courses. They are scheduled for Nov. 4-7, 3 p.m.-7 p.m., and Nov. 18-21, 3 p.m.-7 p.m. More information is available from Walt Johnson at Taylor Street.

Ads

For Sale:

Baby bed, Simmons light ash; Schwin exercycle; 672-2737.
Refrigerator, 12 yr. old, copper color, ex. cond., \$100 firm; 485-3841.
Microwave, GE, \$75; 672-3954 after 6 p.m.
Labra for '88 Chevy Beretta, \$25; 456-2528.
Washer, Kenmore, avocado, \$65; 484-2147.
15'-17" aluminum canoe w/paddles; 925-1125 days.



Meeting the new plant manager

This group of Taylor Street production coordinators and union stewards met this week with Taylor Street's new plant manager, Bruce Evey. Evey was manager of quality for GE Motors since April 1990.



PERIODICALS RECEIVED

NOV 25 1991

Allen County Public Library

Fort Wayne, Indiana

- GE Motors
- Aircraft Control Systems Department
- Specialty Transformer Operation
- Power Supply Operation

GENERAL PERIODICALS
NON-CIRCULATING

UC News

Vol. 72, No. 24, November 8, 1991

Fort Wayne GE employees asked to show they care

For the first time, nearly every local United Way agency has a waiting list:

- The minimum wait for home

care for infants and toddlers is two years with 300 on the list;

- Demand for cancer supplies has increased 42 percent since

1989;

- For the first time in history, a waiting list exists for people in need of rehabilitation services;

- The number of hospice patients has increased 307 percent in the last year.

This year, the United Way hopes to meet the additional needs of the community while also succeeding in meeting the goal.

Fort Wayne GE employees have a reputation for being good

community citizens. Part of that good image comes from contributions to the United Way.

Employees will again have a chance to say they care in this year's United Way campaign.

During the week of November 11 - 15, GE employees will contact other employees in their work areas to ask them to contribute if they haven't in the past, and to ask the majority of the employees who are regular contributors if they can increase their gifts.

"We hope the Fort Wayne GE team can match last year's total (\$240,000) although our total employment is down this year," said Jack Sprano, Fort Wayne GE United Way Leader.

Last year Fort Wayne GE employees gave a total of \$240,000 to the annual United Way campaign. The General Electric Foundation contributed an additional \$130,000 to benefit the local community.

About 72 percent of Fort Wayne GE employees pledged an average of \$97 in 1990.

In addition to the \$240,000

'The annual campaign is a good way to show we care about our community and our neighbors.'

— Jack Sprano,
1991 Fort Wayne GE
United Way Campaign Leader

1991 goal, Sprano hopes the average employee gift will be \$100.

Last year, Fort Wayne GE led all area businesses in the individual leadership giving category with 57 GE people giving \$500 or more. In second place was GTE North, with 24 people giving at least \$500.

The United Way funds more than 80 programs at 30 local affiliated agencies.

Employees can ask for their contributions to go to a specific agency and/or to their home county, if it is different than Allen County.

"The annual campaign is a good way to show we care about our community and our neighbors," said Sprano. "It's comforting to know that these agencies are here if we need their services," said Sprano.



United Way

The Foster Grandparent Program enables low income senior citizens to work 20 hours a week with special-needs children at 19 not-for-profit sites in Allen County. The program, part of the Allen County Council on Aging, is one of 80 programs at least partially funded by the United Way.

1992 Vacation Banking decisions due by November 30

November 30 is the deadline for returning Vacation Banking Arrangement forms to your payroll unit if you want to "bank" part of next year's vacation. The forms will be mailed to the home addresses of eligible employees in early November.

You are eligible to bank up to 15 days of your vacation in excess of three weeks (or in excess of a plant primary shutdown longer than three weeks) if, as of December 31, 1991, you will be entitled to more than three weeks of vacation in 1992.

Exempt-salaried employees whose 1990 GE earnings were more than \$56,990 are not eligible for Vacation Banking. The earnings limitation is adjusted annually by the IRS.

Good way to build savings

When you "bank" vacation days, you agree to work instead of taking those days as vacation. GE puts an amount equal to your normal pay for those days into your Savings & Security Program (S&SP) account.

You do not have to be a current participant in S&SP to use Vacation Banking. If you don't have an S&SP account, one will be opened for you.

Once you've made your decision to bank 1992 vacation, you can't change your mind after November 30. The IRS doesn't permit a change.

Withdrawal provisions

Vacation Banking savings may be withdrawn after they have been in the plan two fullcalendar years. That means that if

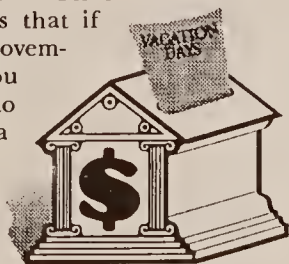
this November you elect to bank a portion of your 1992 vacation, you will be able to withdraw those investments in 1995.

When making withdrawals, however, be aware of the restrictions and tax consequences. (See article about taxes on S&SP payouts).

Limitations

The tax law puts limits on additions to qualified benefit plans such as S&SP, including the Vacation Banking Arrangement. IRS regulations limit additions to 25% of an employee's taxable compensation or \$30,000, whichever is less. Your Vacation Banking Arrangement form will tell you the IRS limit on the number of vacation days you may bank.

If you're planning to "bank" 1992 vacation and haven't received an election form by mid-November, check with your Payroll unit.



Broadway employees review their Quality measurements

Broadway employees this week saw the fruits of their labor from last August's Work-Out meetings at which they developed their Quality measurements.

At a series of meetings this week, employee representatives from different areas presented the six measurements for the Broadway plant.

Besides reviewing the measurements created by the employee groups, presenters told how the index was developed, when it would be updated and how it is important to Broadway's business.

Jim Plemmons (right), maintenance machinist, presents the EHS Quality measurements to one group of Broadway employees.



45 sign up to kick the smoking habit

At press time, 45 Fort Wayne GE smokers have signed up for a free class starting next week to help them stop smoking.

"Most smokers would like to stop but need help," said Medical Director A.J. Ball, M.D.

The program consists of four one-hour sessions that meet two times per week for two weeks. The classes end on November 21, the "Great American Smokeout Day."

Facilitators are all Fort Wayne GE employees who have been trained by the American Cancer Society. The program is endorsed by the GE Employee Wellness Committee.

Although it is too late to join next week's class, other classes are being considered for the future. Anyone interested in requesting future classes should call the Medical Clinic, 428-3600.

Procedures changed for additional contributions under GE dependent medical coverage

Beginning next year, GE employees enrolled for dependent medical coverage will pay an additional contribution of up to \$10 per week if they have a working spouse who has declined coverage under his or her employer's medical plan.

To give employees more time to consider their medical coverage options, the deadline for return of the questionnaire that will be used to determine whether an employee is exempt from or must pay the additional contribution has been extended.

Also, additional contributions, where applicable, will begin with the first pay period in February 1992 rather than in January as previously announced.

Information mailed to homes

A mailing will arrive at employees' homes on or about November 18. Employees who have reported to GE's medical benefits administrator within the past year that their spouse has medical coverage with another employer will receive

a notification letter only.

All others enrolled for dependent medical coverage will receive a questionnaire that must be returned by December 20.

A telephone inquiry center will be established to provide additional information.

Reason for added contributions

The purpose of this new element of GE's medical plan is to encourage working spouses of GE employees to participate in their own employer's medical benefits plan.

A growing number of employers are offering financial incentives for employees to decline health coverage. Employees are then covered as dependents in their spouse's employer-provided medical plan, which shifts some of the costs for health care from one employer to another.

GE is affected often by this shifting of costs because of the comprehensive medical benefits and relatively low employee contribution for dependent coverage.

Consider the options

Employees whose spouse has the opportunity to enroll in another employer's medical coverage this fall should weigh the option carefully.

By having the spouse join, additional contributions for GE's dependent coverage will not be required. But before that decision is made, employees should carefully compare the coverage available and the cost involved. And before dropping GE dependent coverage, coverage for dependent children should be carefully considered. ■



Bessie Howard leads employees in 'Working' class

(Top photo) Bessie Howard, a winder in the AC area, at Broadway Bldg. 4-4, facilitates her first "Working" class. Nearly all of the Broadway employees have taken the class that adds to skills in learning how to work better with others in groups and to use resources more effectively. She is the first hourly employee to facilitate the class by herself. Previous classes have been led by managers. Other Broadway employees in the class include (bottom photo, from left) Wilbert Peters, Sam Woodfin, Eric Harding, Allen Gillum, Annie Booker, Arthurene Atkins and Queen Jemison.

What you should know about taxes on S&SP payouts

Confused about when S&SP payouts are taxable? It's really not so complicated.

In general, at least a portion of your S&SP distributions and withdrawals are considered ordinary taxable income to you when you receive them. Taxable amounts include money that comes from: (1) company contributions, (2) your pretax contributions, and (3) earnings on all contributions.

Your own after-tax contributions are generally tax-free. However, withdrawals from post-1986 after-tax savings are considered a mix of your non-taxable contributions and taxable earnings. Unless you still have pre-1987 unrecovered investment in S&SP, this means you will probably owe income taxes on a part of any withdrawal or distribution you receive.

Additional 10% tax

In addition to ordinary income taxes, you'll also be taxed an additional 10% if you are under age 59-1/2 and still working when you receive a withdrawal or distribution.

When you receive a lump-sum distribution after termination of service with the company, the 10% tax does not apply if you:

■ Roll the taxable portion over into an Individual Retirement Account or another qualified plan

- Are age 55 or older when you terminate service, or
- Are totally disabled.

Reducing taxes

If you receive your total plan distribution after age 59-1/2, you may be able to cut your taxes through special income averaging, provided you have been in S&SP for at least five years. If you were born before 1936, you may be able to use special income averaging, even if your total plan distribution is received before age 59-1/2.

Don't overlook the plan's ReadLoan feature. There are no taxes or withdrawal penalties when you borrow from your account through ReadLoan.

If you're considering a withdrawal, you can get an estimate of the taxable amount of the withdrawal by calling the GE Transaction Processing Center at 1-800-432-4313. ■

Briefs

Auction Saturday at Taylor Street

A packaging machine, room air conditioners, fans, work benches, shelving, racks and fixtures are among the items for sale 10 a.m., Saturday, Nov. 9, at Taylor Street.

Reservations due soon for Volunteer Fire Dept. party

Reservations for the GE Volunteer Fire Dept. Christmas Party are due Monday, Nov. 25. The party is scheduled for Saturday, Dec. 7, at Monty's Catering, 2025 Ollodale Dr. A \$5 dinner deposit for dinner reservations should be sent to Judy Adams, Bldg. 4-4.



Elfun give dishwasher, computer to West Central
GE's Elfun Society recently donated a computer system and a new GE dishwasher to the West Central Neighborhood Ministry Center. The gifts are part of the national GE Elfun Society's "Sharing the Gold" program, which provides gifts of up to \$3,000 to local organizations that have been supported by active Elfun participation. Pictured above are Elfun president Hank Fischer and Andrea Thomas, executive director of West Central. Pictured at left are Elfun members Bruce Baker (who installed the dishwasher) and Lyman Lewis,

Ads

- For Sale:**
2 child's school desks, ex. cond.; \$15 ea.; 422-5483.
Snow blower, Sears 20" 5 hp self-prop.; \$125; 484-5030.
'79 Ford F150 pickup, 302 V8, auto; \$1,500; 744-1755.
Large doll house, \$35; 432-3836.
Carpet & pad, 25'x12', brown sculpt.; 423-9540.
'86 Buick LeSabre, 34K mi., loaded; \$10,000; 637-6682.



Fort Wayne, Indiana

- GE Motors
- Aircraft Control Systems Division
- Specialty Transformer Operation
- Power Supply Operation

GENERAL PERIODICALS
NON-CIRCULATING

UC News

Vol. 72, No. 25, November 15, 1991

C.A.R.E. program can ease illness-related problems

Because of the CARE program, Transformer's Jim Redmond says a recent illness requiring a four-week absence from work was easier to handle.

"From the onset, Shirley and the CARE program were a big help," said Redmond, a welder. Shirley Frey, R.N., is one member of the Fort Wayne medical team, the people behind the CARE Program.

The CARE program is a medical health care program designed to provide personal, professional assistance to employees who are ill or injured, have had surgery, or anticipate being absent from work for medical reasons.

No paperwork confusion

"In the past, I would have had to go and get my medical forms, and I never was sure I had exactly the right ones," said Redmond.

"This time I called the medical clinic, and Shirley sent me the correct forms, and I was 100 percent sure I would get my pay on time, which I did."

"Besides my forms, they kept me current on things I needed to know. The CARE program really made my time off easier because I didn't have to worry," said Redmond.

Saw it on the bulletin board

Redmond said he first heard about the program from a poster on the bulletin board near his work area in Bldg. 19-1. "The poster said to call the medical clinic when you are away from work for five or more days because of illness or injury, so I decided to call and see what happens," he said. "I'm sure glad I did."

Getting back to work was also easier, said Redmond. "They

arranged my physical for me and made me feel very comfortable. All in all, it made the whole experience easier for me."

The phone numbers to call for the C.A.R.E. program are:

- Broadway: 428-3600
- Taylor Street 428-4053
- ACSO: 434-5053.

The program was first introduced in June. The goal of the program is to assist in a satisfactory recovery process, eliminate problems with disability payments and help with the employee's rehabilitation period and return to work. ■



Jim Redmond, (STO) Bldg. 19-1

Patient Advocate Line

New resource for mental health or substance abuse care starts Jan. 1

For an individual or family, finding treatment for a mental health or substance abuse problem is one of the most difficult health issues they might face.

To help you and your family with these types of problems, the Patient Advocate Line (PAL) has been established as part of a new mental health and substance abuse program that goes into effect January 1, 1992.

Fort Wayne GE employees and their dependents may continue to use the Employee Assistance Program (EAP), or they may call the new Patient Advocate Line.

With the Patient Advocate Line, trained professionals will be available around the clock to quickly and confidentially answer

questions, discuss treatment options and arrange care for mental health and substance abuse problems.

More on PAL

As part of this process, PAL professionals will refer you to local therapists and other providers who have been prescreened to deliver care to GE employees. If your treatment is approved and you use one of these "network" providers, you receive maximum benefits - 85% for the first 30 outpatient visits (50% thereafter) and 100% for inpatient days. If you use a provider outside the network, you receive a lower level of benefits - 50% for outpatient visits and 80% for approved

inpatient days.

Beginning January 1, 1992, mental health or substance abuse treatment must be approved by the Patient Advocate Line, or benefits will be reduced in half.

Assistance from the local EAP is coordinated with the PAL, and network providers are recommended.

Are you in treatment now?

If you or a family member are currently in treatment for a mental health or substance abuse condition, you or your therapist should call the Patient Advocate Line as soon as possible if the current treatment is expected to last beyond January 1.

Call the Patient Advocate Line

at 1-800-442-4227 if your currently authorized plan is about to end and you and your therapist plan to continue treatment beyond January 1.

Either you or your therapist can make the call. All calls are confidential. Until December 31, the line is available during business hours, 9:30 a.m. to 6 p.m. E.S.T. Beginning January 1, the PAL will be available 24 hours a day, 7 days a week.

After June 30, 1992, you will receive maximum benefits only if you use a network provider.

The local EAP number is 428-3671. The EAP program can answer any specific questions and give confidential assistance to employees and their dependents. ■

Cost-of-Living increase boosts many pay rates 6 cents an hour

Hourly and nonexempt-salaried pay rates will be increased Monday, Dec. 30, by this year's first cost-of-living adjustment. Hourly rates go up 6 cents, while nonexempt-salaried rates increase \$2.40.

The size of the increase was determined this week when the federal government reported October's Consumer Price Index for urban wage earners and clerical workers (CPI-W).

Under the contract negotiated by the company and the union last summer, this cost-of-living payment is based on the rise in the index from June through October 1991.

Over that period, the index rose 0.9%. The formula provides a one-cent-an-hour (40-cents/week) increase for each full 0.15% rise in the index, added to December 29, 1991 rates.

As usual, this pay increase will "roll up" the value of employee benefits that are linked to earnings. There was also a 3.5% general increase last July in these pay rates, plus a pay structure improvement for many hourly and nonexempt-salaried jobs. ■

Smokeout scheduled for November 21

The American Cancer Society's Great American Smokeout will be Thursday, Nov. 21. Interested smokers or anyone interested in adopting a smoker for the day can

get information packets from the Medical Clinic on Wednesday, Nov. 20. The Smokeout is an annual effort to encourage smokers to quit for 24 hours. ■

National Rx Services chosen to run new mail-order drug program

GE has selected National Rx Services Inc. to administer the new Mail Order Drug Program that begins on January 1, 1992.

National Rx is operated by Medco Containment Services, the nation's largest provider of prescription drug services to employer-funded benefit plans.

Medco's mail service pharmacies are located nationwide and serve many large employers such as GE.

There are more than 25 million Americans eligible to receive prescription drugs from Medco's programs. National Rx and its affiliated pharmacies bring over 20 years' experience to the business of dispensing prescription drugs by mail.

The company has been a pioneer in advancing the technology of modern pharmacy, and increasing safety and accuracy in dispensing medications. ■

It has also developed a comprehensive program of Drug Utilization Review (DUR). With DUR, National Rx pharmacists review each new prescription against the patient's medication history for possible duplication of drug therapy, for drug interactions and for conflicts between drugs and known existing medical conditions.

The mail service pharmacy provides toll-free access to a pharmacist, to recorded drug information and to customer service representatives to assist you with questions about your prescription order.

In an emergency, you can always reach a pharmacist, 24 hours a day, 7 days a week. There are a number of special services for the elderly and the handicapped, including Braille labels and computer links for the hearing impaired. ■

Effective Dec. 1

Pensions improve through update for pre-1991 service

Beginning December 1, pensions will be higher for many GE employees who retire on or after that date, or who have retired since July 1, 1991. That's because of an update in the Regular Pension credits for service before 1991 that takes effect in December.

Each year you earn pension credits based on your pay during the year. Your Regular Pension is the sum of all the credits earned during your GE career.

A special formula, based on your average annual earnings for the three years—1988, 1989, and 1990—will be used to make the update. In the calculation, 0.9%

of these average earnings up to \$25,000 will be added to 1.5% of earnings over that amount. The total is then multiplied by your total years of pension benefit service through the end of 1990, up to a maximum of 35 years, to determine the new amount of your Regular Pension at the end of 1990.

The update amount will be compared with the benefit already credited through 1990, and your Regular Pension will be the higher figure.

One of several pension boosts

The December pension update was one of several improvements announced last summer.

Changes effective July 1991 included:

- The table for guaranteed pensions was increased.
- The Personal Pension Account was added to the guaranteed pension for all employees rather than being considered *part* of the guaranteed calculation, resulting in larger monthly payments.
- The regular pension supplement and the special supplemental payment for early retirements

were both increased.

- The Special Early Retirement Option (SERO) was renewed, and a new Plant Closing Pension Option (PCPO) was added.
- The 50% Surviving Spouse Benefit feature was improved.

More coming

Three more enhancements are scheduled:

In January 1992, there will be an improvement in the Regular Pension formula; in July 1992, a special opportunity for employees to restore or add missing pension credits for GE service (subject to IRS approval); and in January 1993, another boost in the guaranteed pension table.

'Open enrollment' ends November 27

November 27 is the deadline for taking advantage of the "Open Enrollment" for five GE benefits:

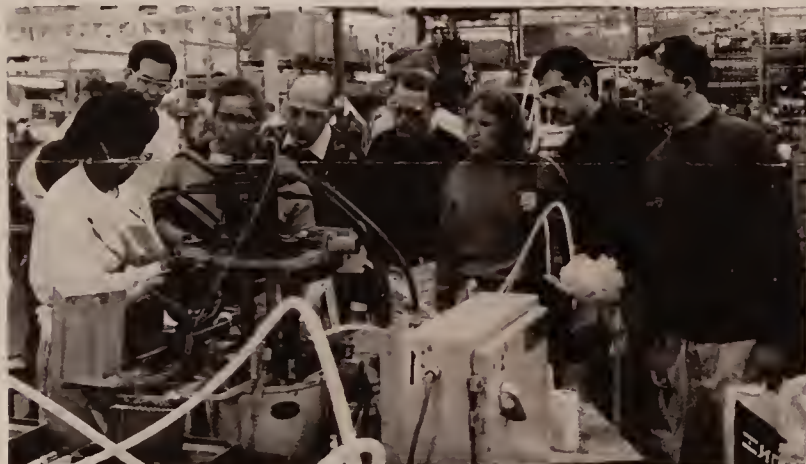
- Flexible Spending Accounts
- S&SP Life Insurance
- Long-Term Disability Insurance
- Dependent Life Insurance
- Voluntary Pension Account

Enrollment kit sent home

An open enrollment form and brochure have been sent to all eligible employees' homes. If you did not receive yours or have any questions, call the GE Insurance Enrollment Center at 1-800-252-5259.

Call for pension estimate

If you are age 50 or older, you can receive a confidential estimate by telephone of both your pension and Social Security benefits, with a written follow-up report mailed to your home. Call 1-800-848-2964 on a touch-tone phone. The service is available 24 hours a day, 7 days a week.



Special guests at Taylor Street

Members of Rinat, the National Choir of Israel, gave a special performance for Fort Wayne GE employees last week in the Taylor Street Motors cafeteria. The photo above shows one small group of the 35 international guests who also toured the motor production area. The program was part of a cultural exchange in cooperation with Arts United. The performance at GE was their only performance at a local company and was arranged in part to recognize the participation from GE employees in Arts United.



Learning more about motors

Several Taylor Street employees participated in classes to enhance their knowledge and understanding of electric motors. Instructor Glen Rout, recent GE retiree, is pictured above with a group in the Motor Application & Sales Training (MAST) course.

Briefs

Elex Club marks 75th anniversary, offers cookbook

Several hundred people attended a special celebration Sunday, Nov. 10, to commemorate the 75th anniversary of Elex. The afternoon program recognized the many leaders and activities of the club during the past 75 years.

Also, to commemorate the anniversary, Elex is offering an historical cookbook. It features more than 300 favorite recipes from Elex members, hints and tips, slogans, sayings and poems. It also contains more than 70 pages of Elex history and photographs from the beginnings of Elex in 1916 to today.

Copies are available at \$12 each, or five for \$50. Call the Elex office, 428-3240, to place an order for the cookbook, or stop by the office, located at the GE Club, on Mondays and Wednesdays from 11 a.m. to 5 p.m., or on Fridays from 10 a.m. to 1 p.m.

Also, the group recently had a style show featuring one-of-a-kind women's clothing from Cozme. Thirty percent of the proceeds from clothing sales are being donated to charity on behalf of Elex. Clothing purchased from Cozme on behalf of Elex through November 30 also will be eligible for the donation to charity on behalf of Elex.

Retirement planning seminars offered in December

Employees who plan to retire in the next few years or have recently retired can sign up for one of two retirement planning sessions. Session I is scheduled for Dec. 4 and 5, 5:30 – 7:30 p.m. at the Downtown Hilton. (Note new time & location.) Session II will be Dec. 7, 9 a.m. – 1 p.m.

The classes are presented by GE Kidder Peabody. More information is available from Marilyn Rupright, Bldg. 18-3, 428-3239.

Ads

For Sale:

- Body builder rowing machine, nearly new, \$40; 627-3408.
- Antique platform rocker, ex. cond., \$200; 747-5111.
- Lg. plastic bags stuffed w/qualifories, for res. price; 436-1018 after noon.
- Hobiecat sailboat, solid int, door 24", 30" + 54" Merc Lynx pts; 489-3844.
- 78 Lp albums; 484-6769.

For Rent:

- Apt., new paint & carpet, \$300 month, lease; 447-8503.

Deaths

September:

Richard L. Bogner, Jay Bowman, Ralph C. Hageman, George H. Miller, Gertrude C. Kasimier, Queen Esther Morrison and Mary L. Neireiter.

October:

Norman E. Blust, Freda B. Bunnell, John A. Burnett, Harold Fanning, Joan L. France, Thurston A. Howell, Marguerite L. Kennedy, Louise M. Lilliedahl, Paul A. H. Meyer, Norval D. "Red" Raney, Robert D. Sheets, Harold "Beany" Whitright and Ferd H. Wiehe.

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Fort Wayne, IN 46803

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Broadway treats Taylor Street for 3-week record



For three weeks in a row, Broadway's armature team got *what they needed when they needed it* from Taylor Street's shaft team.

To let the Taylor Street group know they appreciated the on-time deliveries, the Broadway group treated their fellow GE Motors employees from the Taylor Street shaft area to donuts and pizza last Friday.

One member of the Taylor Street group said their turn-around was sparked by the recent message from GE Motors Vice President Jim Rogers about the changes needed by the Taylor Street team. ■



Above (from left): Dale Delagrange, Melinda Montjoy, Ned Mitchell, Cornelius Grant, Bob Brown, Fred Fuelling. Left: Betty Lyons, Fritz Bultemeyer, Cornelius Grant. Below: Dennis Pequinot.



Blystone to lead Fort Wayne ACSD

Larry K. Blystone has been named manager of the Fort Wayne plant operations of the Aircraft Control Systems Department (ACSD).

He will begin his new position on Monday, Dec. 2.

Blystone is responsible for all ACSD activities in Fort Wayne, including all activities related to the production of engine controls, cables and test equipment.

He comes to Fort Wayne from Albuquerque where he has been manufacturing engineering manager. Blystone joined GE in 1980 and has held several assignments in manufacturing, engineering, production control and shop operations. ■

Joe Barranco: Smoking not a 'debatable issue' anymore

For more than 25 years, GE Motors General Manager of Manufacturing Joe Barranco has smoked.

But just four weeks ago, he quit.

"Smoking is a nasty habit," he said. Barranco, who quit "cold turkey," said he was motivated to quit because his children encouraged him.

"They were worried about my health," he said, "and there's no question anymore about the effects of smoking."

The pendulum has swung today in favor of the non-smokers, he said. "The cold, hard facts are there that it's bad for your health and the health of those around you."

Barranco admits quitting has not been easy. "I dream about smoking," he said. But instead, he eats apples, crackers and carrots.

He doesn't miss coughing—something that stopped immediately when he quit smoking.

"Smokers and non-smokers need to have regard for each other's feelings," he said.

Those who are trying to quit need to have support, he said.

Barranco is confident he'll be successful in quitting. He said, "The decision is made!" ■



GEM General Manager of Manufacturing Joe Barranco has traded his cigarettes for apples.

Additional transition rules added for new working spouse contribution

Employees with dependent medical coverage have been sent a questionnaire recently that will be used to determine if they are required to pay an extra contribution in 1992.

The extra contribution for dependent medical coverage of up to \$10 per week may be required if a working spouse of a GE employee does not enroll for his/her employer's medical coverage.

To help in the implementation of this extra contribution, special transition rules have been established if a GE employee's spouse has the opportunity to join his/her employer's medical plan through an annual open enrollment period.

If your spouse works for an employer who has an annual open enrollment for medical coverage, the additional contribution will not be required so long as your spouse intends to join his/her employer's plan at the next available open enrollment opportunity in 1992.

If you are in this situation, your spouse will be considered to be in

a "waiting period" similar to the waiting period that many employers require for a new employee. In completing the questionnaire, you should mark the last circle in part 1.

Information about the additional contribution for dependent medical coverage is available by calling the GE Insurance Enrollment Center at 1-800-252-5259.

Representatives are available from 8 a.m. to 7 p.m. weekdays, and 9 a.m. to 1 p.m. Saturdays. Questionnaires need to be returned by December 20, 1991. ■

'Open enrollment' ends November 27

November 27 is the deadline for taking advantage of the "Open Enrollment" for:

- Flexible Spending Accounts
- S&SP Life Insurance
- Long-Term Disability Insurance
- Dependent Life Insurance
- Voluntary Pension Account

Call 1-800-252-5259 for help.

GE employees can attend DisneyWorld, Disneyland at 20% discount

GE employees and their families can celebrate Walt Disney World's 20th Anniversary with a 20% discount. This famous vacation destination in Florida has planning A Year of Surprises in 1992 plus all-new parades, shows and entertainment spectacles.

Because of GE's sponsorship of the Horizons pavilion in EPCOT Center, all GE employees and retired employees can buy tickets at a 20% discount if they order three weeks in advance through the GE Horizons Employee Ticket Center (407)895-2527.

All you need to place an order is a Visa or Mastercard and a touch-tone phone. You must allow

three weeks for delivery.

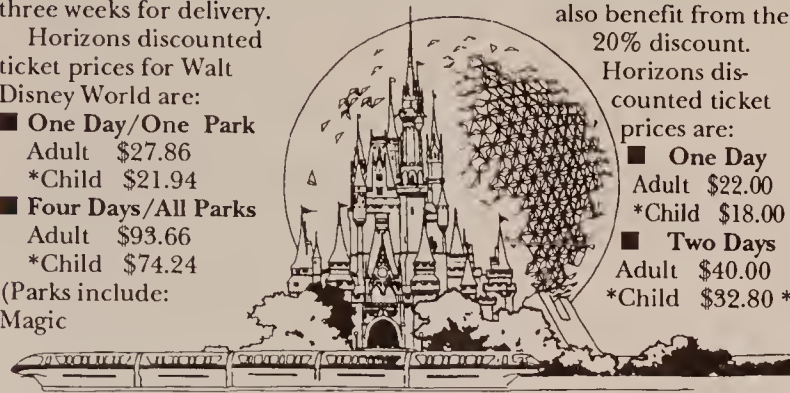
Horizons discounted ticket prices for Walt Disney World are:

■ **One Day/One Park**
Adult \$27.86
*Child \$21.94

■ **Four Days/All Parks**
Adult \$93.66
*Child \$74.24

(Parks include: Magic Kingdom, EPCOT Center and the Disney-MGM Studios)* (Ages 3-9)

GE employees who plan to go to Disneyland in California can



also benefit from the 20% discount.

Horizons discounted ticket prices are:

■ **One Day**
Adult \$22.00
*Child \$18.00

■ **Two Days**
Adult \$40.00
*Child \$32.80 *

If you cannot order tickets before your trip, you can obtain a smaller discount (about 6%) using a Magic Kingdom Club card when you purchase tickets at the Disney gates. Information is available from Marilyn Rupright, Bldg. 18-3.

All GE employees are invited to stop by the private GE Executive Club, located on the right side of the Horizon building in EPCOT.

Club offerings include complimentary refreshments, a back door entrance to the Horizons attraction, advance dining reservations and information on discounts to other area attractions.

Nurse encourages regular self-exams, mammograms

Every month, every woman should do a self-breast-exam, according to Jo Ann Ehinger, a senior nursing student from St. Francis College.

Ehinger led educational meetings with about 75 women from ACSD and STO in two sessions.

Besides the self-exams, Ehinger said mammograms can also help to save lives by detecting small lumps that cannot be felt by the exams.

Here are the guidelines from the American Cancer Society:

■ **Age 50 and over:**

—Examine your breasts monthly.

—Have a breast exam by your doctor every year.

—Have a mammogram every year.

■ **Age 40 — 49:**

—Examine your breasts monthly.

—Have a breast exam by your doctor every year.

—Have a mammogram every 1 or 2 years.

■ **Before 40 years old:**

—Examine your breasts monthly.

—Have a breast exam by your doctor every three years.

—Have a baseline mammogram between the ages of



Jo Ann Ehinger reviewed the ways to detect breast cancer early.

35 and 39.

Ehinger also told the group that men are also at risk. "This information is also important for men," she said. Although it is not as frequent as for women, several men each year develop breast cancer.

Breast cancer is the most common cancer in women and is second only to lung cancer in the most common cause of death.

Finding it early is essential, according to Ehinger. "The survival rate for breast cancer found early is very good," she stressed.

Vision care, dental benefits improve Jan. 1

Among the changes in GE health benefits that take effect January 1, 1992, are higher maximum benefits for certain dental procedures, new dental plan coverage for the application of sealants, plus improvements in the schedule of benefits for vision care.

Dental

Dental benefit improvements are:

■ The maximum benefit payable for fillings, crowns and bridges for an individual is increased from \$1,500 to \$1,700 over two consecutive calendar years.

■ Based on a schedule of benefits, the plan will cover the application of sealants to the back teeth of children up to age 14, with a maximum of one application per tooth every three years. Depending on where you live,

maximum benefits are \$21, \$25 or \$29 per tooth.

GE employees do not contribute to participate in the Dental Plan. GE pays the entire cost of providing dental coverage for employees and their eligible dependents. Coverage begins automatically after one year with GE.

Vision

Vision care benefits are not subject to the deductible or out-of-pocket limits. Beginning next year the plan will pay benefits every other year up to the amounts shown for the following:

■ Eye exams — \$30

■ Corrective prescription lenses — single vision \$35; bifocals \$55; trifocals \$80; lenticular \$90; and contacts \$75.

■ Eyeglass frames — \$35.

S&SP Investments Performance Year-to-Date Through September 30, 1991

Stock/Fund	Sept. 30 Unit Value	Sept. 30 Yield	Total Rates of Return				
			1991 YTD	Rolling 1 Yr.	Rolling 5 Yr.	Rolling 10 Yr.	From Incept (If Appl.)
GE Stock	\$69.38	N/A	23.5%	31.3%	17.6%	21.7%	N/A
RCA Fixed Income	\$43.64	8.52% ⁽¹⁾	7.0%	9.9%	N/A	N/A	N/A ⁽¹⁾
GE Holding Period -1988 Contribution	\$10.00	8.98% ⁽¹⁾	7.1%	9.7%	N/A	N/A	9.7%
S&S Short Term	\$10.23	7.59% ⁽¹⁾	7.5%	10.0%	N/A	N/A	9.5% ⁽⁴⁾
S&S Long Term	\$11.66	8.07% ⁽¹⁾	10.2%	15.9%	9.2%	15.3%	N/A
S&S Money Market	\$10.00	5.97% ⁽²⁾	5.1%	7.3%	7.9%	N/A	7.9% ⁽⁴⁾
S&S Mutual	\$38.22	N/A	19.9%	30.4%	12.6%	15.3%	N/A

⁽¹⁾ 30-day yield for period ending September 30, 1991

⁽²⁾ 7-day yield for period ending September 30, 1991

⁽³⁾ The RCA Fixed Income Fund was incorporated into S&S Program as of 7/1/89

⁽⁴⁾ Other funds commenced operations as follows:

S&S Money Market Fund 11/1/86 and S&S Short Term Fund 1/1/89

For any questions pertaining to the above, either call (518) 388-7599 or write to Employee Savings Plans, Building 5-6W, One River Road, Schenectady, NY 12345. Share price and total returns will vary and you may have a loss or gain when you sell your shares. Fund total returns for period ending 9/30/91 are historical and include change in share price, reinvestment of dividends and capital gains. Past performance is no guarantee of future results. Unit values are as of the last business day in the calendar month.

S&SP Average Monthly Prices Jan. Through September 1991

The following are average monthly prices used to credit the accounts of Savings & Security Program participants for the first nine months of 1991.

Month	GE Stock	Mutual Fund	Long Term	Short Term	RCA Fixed Income	Money Market	Holding Period
January	\$56.9432	\$32.5159	\$11.2805	\$10.0805	\$40.9527	\$10.0000	\$10.0000
February	67.5000	35.0516	11.4232	10.1037	41.2442	10.0000	10.0000
March	68.1813	36.0815	11.2855	10.0900	41.5567	10.0000	10.0000
April	72.4205	36.8073	11.3359	10.1023	41.9068	10.0000	10.0000
May	72.7898	36.7977	11.3359	10.0914	42.2364	10.0000	10.0000
June	74.8063	36.8770	11.2265	10.0460	42.5440	10.0000	10.0000
July	73.6648	37.0773	11.2614	10.0573	42.8618	10.0000	10.0000
August	73.2216	38.0882	11.4691	10.1514	43.1677	10.0000	10.0000
September	70.0750	38.0795	11.5905	10.1990	43.4910	10.0000	10.0000

Ads

Return to Bldg. 18-3 or 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801.

Limit 40 letters, please.

Check one:

☐ For sale

☐ Wanted

☐ For Rent

☐ Free

☐ Ride Wanted

☐ Riders Wanted

☐ Lost

☐ Found

Name _____

Address _____ City _____

Bldg. _____ Home Phone _____

Signature _____

Policy: Ads must be received by noon on Monday before publication on Friday. Only one ad per issue may be submitted with no more than 40 letters per ad. Ads for the same item can be run for only two consecutive issues; the same ad may be re-run again after a 2-month period. The GE News reserves the right to edit or rewrite any ad. Property advertised must be available without regard to race, creed, national origin or sex.

Ads

For Sale:

Portable GE dishwasher, ex. cond.; 424-5946.
Captain's bed & mattress, \$50; 747-5111.

For Rent:

Myrtle Beach condo, 2 bdr, 2 bth, furnished;
216-899-0773.

'61' wins golf scramble

With a score of 61, the team of Dave Haslup, Mike Dubcheck, Brad Kinsey and Jeff Sheets took first place in the GE Fall Scramble. It was played at Norwood on October 12.

Broadway plant manager shares his visions for Broadway

Three years from now, reporters from national business publications will be talking to hourly employees at Broadway to find out how they turned their business around.

That is the vision that Dick Krause has for Broadway. And he believes it.

"The people here have been working very hard, and we're making some real progress," said Krause in a recent interview with the GE News.

In fact, the team's recent 100 percent promises kept and the steady improvement in productivity have demonstrated to Krause their interest in the business, he said.

Krause recently moved to Fort Wayne to become Plant Manager of the Broadway plant. He has 21 years of service in manufacturing with GE.

"The good attitudes I have been seeing here at Broadway are



These Broadway employees participated in the first of a series of "Business Equation" classes. The seminar, lead by Dick Krause, Broadway plant manager, reviews the numbers that show Broadway's success. Pictured with Krause (in striped shirt with back to the camera) are (from left) Pat Rateliffe, Paul Doege, Jim Trahin, Bob Counterman, Mike Boles, Pat Gerardot, Gerald Girardot and Doris Ott. Three other classes will be offered.

the ones that will make us successful," he said.

"When I interviewed here, I saw

a lot of good people who want this business to be successful," he said. "I've been part of turn-around businesses in the past, and it is exciting to see people so involved with their business. It's contagious."

While there is work to be done to meet Broadway's goals, Krause said he believes all the goals are not only obtainable, they're beatable.

"We can do even better than some of these goals we have set," he said. "As a new plant manager, I might get credit for things started before I arrived, but I can help to keep things moving in the right direction."

Krause said he can be counted on to "give a lot extra" to the business at Broadway. "I expect a lot from people, but in return, they can also expect a lot from me."

A second vision Krause has for Broadway is the addition of new

'The good attitudes I have been seeing here at Broadway are the ones that will make us successful.'

— Dick Krause,
Broadway Plant Manager

work after the upcoming rearrangement of the DC area.

"We're going to have extra space here at Broadway, and we plan to get in a position that the business leaders will want to put additional work at Broadway because we'll be known for our outstanding productivity, quality and speed."

Each week, one of the six DC Work-Out teams reports on their current progress on their move to reduce cycle time. "There are so many good things going on here," said Krause. "The key is to continue building that trust so we can realize our visions for Broadway." ■



Broadway Plant Manager Dick Krause (center) talks with Ed Peterson, product engineer, and Jim Muter, DC motor repairperson.



Barranco, Evey meet with Taylor Street employees

Joe Barranco, GE Motors manager of manufacturing, and Bruce Evey, Taylor Street plant manager, met with representatives of different work areas at Taylor Street on Tuesday as a follow-up to meetings in October. Following a brief summary of Taylor Street's recent results, Barranco asked the people for their inputs about any recent changes. He also asked the group to work as a total Taylor Street team — with no barriers between hourly employees and management to solve the issues to make Taylor Street more competitive. "Taylor Street has made a visible improvement in November, but we still have a ways to go," said Barranco. "We must work as a team to maintain top quality and beat our competitors' cycle time."

GE stock dividend hiked 8 percent

GE's Board of Directors on November 22 increased the company's quarterly dividend on GE stock shares by 8% to 55 cents per share. This increase raises the annualized dividend rate to \$2.20 a share from \$2.04 and marks the 16th consecutive year of dividend increases for GE.

Said GE Chairman Jack Welch: "While we continue to operate in a difficult global economy, this dividend increase reflects our confidence in GE's ability to continue to deal with the uncertain environment."

The new dividend is payable January 27, 1992, to share owners of record at the close of business December 9, 1991. ■



Brigadier General Jay Lotz (far right) presents the State Chairman Award to GE Motors on behalf of the Indiana National Guard. Included in the photo are (from left) Alan Hamm, (reservist and GE employee); Master Sergeant Robert Work (GE employee); and Bob Osman, manager of human resources. Only six awards are presented each year.

Indiana National Guard presents State Chairman Award to GE

GE Motors recently received an award for its ongoing support of employee members of the Indiana National Guard and reserves.

Brigadier General Jay Lotz presented the award. Lotz heads the Indiana Committee for Employer Support of the Guard and Reserve (ESGR). The award is one of only six presented each year for support of "citizen soldiers."

GE Motors employee Master Sergeant Robert G. Work nominated GE Motors for its continued support of guardsmen and reservists and cooperation in assisting

citizen-soldiers in meeting obligations of both their civilian and military jobs.

The Indiana ESGR, a branch of a national committee, serves under the Department of Defense. Committee officers and 74 Indiana volunteer members conduct a program to encourage employer support of the Guard and Reserve.

GE Facilities Maintenance Coordinator Ralph Hill was recognized in May by the Air National Guard for his support of guardsmen and reservists. Hill was nominated by Bob Work.



Be nice to these brave Fort Wayne GE employees. They are part of a group of employees who recently began their program to stop smoking. While several people were in the group, these people agreed to be photographed on November 21, knowing the risk that they may be teased by their co-workers if they are still smoking when their picture is published today, nearly two weeks later. Pictured (from left) are Jo Daniels, Pat Ratcliffe and Charles Williams.

Three draw a line on smoking

After 40 years of smoking, Jo Daniels decided to quit. "I quit because of my health and my grandchildren," she said.

Jo is like many of the other participants in the recent smoking cessation classes: most have smoked for at least 20 years and want to quit.

"My dad died of lung cancer," said Charles Williams, another recent ex-smoker. "I

have smoked for 35 years, but I'm quitting for me."

Pat Ratcliffe is another ex-smoker who said she is quitting for health reasons. Pat has been a smoker for more than 20 years.

Although all of the participants of the smoking cessation classes have not totally quit, most report they are "doing better."

Briefs

Customer Service Center may be mentioned in *Fortune*

A reporter from *Fortune* magazine called this week to get information about GE Motors' Customer Service Center. The reporter had been told about the good reputation of GE Motors' Customer Service Area by Goulds Pump. The reference is planned to be in an article about the changing ways of customer service and sales organizations, scheduled to be published in mid-January.

Local newspaper to feature STO cellular work area

A reporter from the *News-Sentinel* interviewed STO Plant Manager Mike Wilkins and several other STO employees this week for a feature article scheduled to be published on Monday, Dec. 9. The article is slated to be a local tie-in to a national wire service story about the move to cell manufacturing from traditional assembly line manufacturing.

Fort Wayne photo scheduled to be in 1992 GE annual report

Photographers from GE headquarters were in Fort Wayne last week for photographs to be used in the 1992 GE annual report. Although two photographs were taken, only one may be used in the final report. The photos taken represent the technology of the ECM (electronically-commutated motor) and Taylor Street employees meeting to discuss Time-based Quality measurements.

Reception Center, Badging/Parking Services closed for holidays

The Reception Gate at East Broadway will be closed from Monday, Dec. 23, through Friday, Jan. 3. It will reopen on Monday, Jan. 6. Employees who are working who anticipate having visitors during this time should direct them to the Lindley Street Gate. The Lindley Street Gate and the Taylor Street West Gate will remain open during the holiday period.

The employee badging and parking permit office also will be shut-down from Monday, Dec. 23, through Friday, Jan. 3, 1992. The office will again be open on Monday, Jan. 6. Motors and Transformer employees who need more immediate attention should contact Gerald Houser, 428-2376.

Medical Clinic, EAP office announce holiday schedule

Hours for the Medical Clinics will be different during the holiday period. The Taylor Street Medical Clinic will be closed from December 23 through January 1. Regular hours will resume on Thursday, Jan. 2, 1992.

The Broadway Medical Clinic will be open with limited staff from 8 a.m. to 4 p.m. on December 23, 26, 27, 30 and 31. It will be closed on holidays (December 24, 25 and January 1). In case of an emergency, someone is available at 428-7911. Security will respond and call the EMS, if necessary.

The Employee Assistance Program (EAP) office, located in Bldg. 21 on Broadway, will follow the same schedule as the Medical Clinic in Bldg. 21. On holidays when the Broadway Medical Clinic is closed, EAP help is available from Park Center at 481-2700. Someone is available 24 hours a day, 7 days a week. Callers should identify themselves as a GE employee (or covered dependent).

Working spouse questionnaires due December 20

Employees with dependent medical coverage have been sent a questionnaire recently that will be used to determine if they are required to pay an extra contribution in 1992. The extra contribution for dependent medical coverage of up to \$10 per week may be required if a working spouse of a GE employee does not enroll for his/her employer's medical coverage.

Information about the additional contribution for dependent medical coverage is available by calling 1-800-252-5259.

Fort Wayne GE retirees schedule 32nd annual dinner

The 32nd annual dinner is scheduled for Friday, Feb. 14, 1992, at Pete Reyards on Anna Maria Island in Bradenton, FL. The social hour begins at 11:30 a.m. with dinner at 12:30 p.m. The cost is \$11 per person. More information is available from Val Heinkel, 489-3266. The deadline is Jan. 31.

Ads

For Sale:

Exercise bicycle; 747-1861.

Ice fishing igloo, \$150; upright piano, \$125; 432-4571.

Tri-level house, 4 br, 20x30 garage, 12x24 patio, 1880 sq. ft., \$66,500; 447-5620.

DP Bodytone rowing machine, nearly new, \$40; 486-5721.

19" GE color TV, cable ready; 432-2734.

Electric lift chair, brown naugahyde, \$200; 484-4558.

Solid oak picture frames and chime clocks; 422-7103.

Blue sapphire & diamond necklace & bracelet, value \$2,400, both for \$500; 728-5438.

Fireplace zero clearance triple wall chimney, \$500; 691-2528.

Ariens snow blower, ex. cond., 24", \$250; 637-5305.

AR 6 1/2' Scotch pine instr. med stand, orig. bx, good cond., \$20; 744-6612.

'84 Ford Ranger, low miles, ex. cond., \$3,800; 639-3859.

30" free standing electric range; 747-7713.

Found:

Women's wristwatch at Taylor Street; 428-2376.

Deaths

November:

Harold Franklin Clifton, Margonis "Jack" Eglitis, Edgar A. Gallemeier, Florence E. Lee, Josephine L. Luz and Marie Wilson.

Fort Wayne GE second in community in United Way giving

With a total gift from GE and its employees of \$343,454.04, Fort Wayne GE will go on record as giving the second highest gift from a company and its employees.

That total combines the employee pledge of \$213,454.04 and the GE Foundation gift of \$130,000, which will go to fund United Way programs. (Last year's total was \$240,000 from employees.)

Jim Pelletier, manager of engineering systems, who was active in the campaign, said the total employee pledge was down from last year, reflecting the lower level of employment.

But the average gift per employee rose to \$69.43 from \$67.43, and the percentage of employees who participate rose from 71.7% to 73.6%.

GE also came in second in the



Reviewing the final tally with United Way representative Jamie Lambert (second from left) for Fort Wayne GE are (from left) Jim Pelletier, (Lambert), Jack Sprano (campaign leader) and Linda Howell.

number of participants in the United Way's 21st Century Circle – those who have pledged \$500 or

more. Last year GE won this individual competition with 57. This year, GE had 61 employees

who pledged \$500 or more, but GTE North came in first with 65.

"The campaign demonstrates to our community that we truly care about our community," said Pelletier.

Several individual gifts this year were designated to go to specific agencies or to "home" counties of employees, rather than Allen Co. ■

Shutdown schedule different in 1992

One big change for Motors employees in 1992 will be the summer shutdown schedule.

Instead of a two or three-week Shutdown for Motors during July and/or August, in 1992 there will be a small "s" shutdown during Fiscal Week 31, (July 27 – Aug. 2) and another one December 28, 1992 through January 3, 1993, (Fiscal Week 1 of 1993).

The reason for the change is to remain flexible and available to serve customer needs.

ACSD will have a "big S" Shutdown Fiscal Weeks 30 and 31 and a "small s" shutdown Fiscal Week 1 of 1993.

STO has no scheduled vacation shutdowns.

The holiday schedule for 1992 is as follows:

- January 1 – New Year's Day
- April 17 – Good Friday
- May 25 – Memorial Day
- July 3 – Independence Day
- Sept. 7 – Labor Day
- Nov. 26 & 27 – Thanksgiving
- Dec. 24 & 25 – Christmas.

Discussions continue on the tenth (floating) holiday. The date will be announced in January. ■

No reason to postpone a mammogram

At least one-third of all Fort Wayne GE women have never had a mammogram. Considering that the average age of employees is over 40, that puts Fort Wayne GE women in a high risk category for breast cancer.

But beginning January 1, there is no excuse for not having a mammogram, according to GE Medical Director A. J. Ball, M.D.

Company benefit plan to pay \$65

Under the new benefit program beginning January 1, 1992, the benefit plan will pay \$65 for a mammogram. Coverage includes one baseline mammogram for women between the ages of 35 and 39; one mammogram every other year for those women between the ages of 40 and 49; and one mammogram a year for

women age 50 or older.

In Northeast Indiana, the typical cost for a mammogram performed with the latest equipment and read by a board certified radiologist ranges from about \$70 to \$95.

But to encourage Fort Wayne GE women to get a mammogram, Medical Imaging, located at the new Lutheran Hospital site, 7900 W. Jefferson Blvd., has agreed to do mammograms for Fort Wayne GE women for \$65. Medical Imaging also will complete the insurance form and mail it to Connecticut General.

"We have arranged for this voluntary service for our female employees because we want to remove all barriers for women who were hesitant to get mammograms," said Karen Horn,

Manager of Health Care Cost Containment.

Contrary to the past, today women do not need a physician's order to get a mammogram. However, Medical Imaging will ask for the name of the woman's physician so they can send a report of the mammogram to the woman's primary care physician.

Hours at Medical Imaging are 8 a.m. to 5 p.m. Monday–Friday, and 8 a.m. – 12 noon on Saturdays. Appointments are necessary, but they can usually be scheduled within a few days of the request. The phone number at Medical Imaging is 436-0055.

"Early detection is the key in successfully treating breast cancer," said Dr. Ball. He said that only about one in five lumps that are found are malignant. ■

Keltsch, Wal-Mart to offer prescription discounts

Prescription costs for Fort Wayne GE employees to be lower Jan. 1

Beginning January 1, prescriptions for Fort Wayne GE employees will be less for those who take advantage of two new offerings:

If you can wait 10 – 14 days

About 70 percent of prescription drugs are for "maintenance," or long term treatment of a chronic condition, according to a report in a leading employee benefits program.

Beginning in January, GE's new mail order drug program will offer a convenient method of obtaining maintenance drugs of the highest quality at lower costs.

The advantages of the mail-order program include:

- No deductible
- One low co-payment for each prescription
- No claim forms
- No waiting to be reimbursed.
- Convenient home delivery.

For each prescription, you will pay only \$4 for generic drugs or

\$11 for brand-name drugs, for up to a 90-day supply. In many cases, this will be a substantial savings.

Orders will be processed within 48 hours of receipt, and you will receive the medication at home 10 to 14 days after mailing your order.

The mail service pharmacy provides toll-free access to a pharmacist, recorded drug information and a customer service representative to assist you with questions about your prescription order. A pharmacist is available by phone 24 hours a day, 7 days a week.

If you need prescriptions sooner

Also beginning January 1, 1992, those Fort Wayne GE employees who need a prescription right away have another money-saving option.

Keltsch Pharmacies and Wal-Mart have agreed to offer Fort Wayne GE employees a discount

on prescriptions filled at any of their area drug stores.

The actual amount of the discount will vary according to the total cost of the prescription. The range will be about 10 to 30 percent, depending on the cost of the prescription.

Keltsch procedures

To receive a discount at any Keltsch Pharmacy for prescriptions, GE employees need to show their GE badge on their first request after January 1, 1992.

They will also need to verify their GE employment for their qualified dependents on each person's first visit after Jan. 1. The Keltsch pharmacist will enter the information into their information system on the first visit after January 1, 1992.

Wal-Mart procedures

Wal-Mart will issue a special ID card for prescriptions. The cards

will be distributed in January after they are received from Wal-Mart. Employees will need to show their special Wal-Mart card for a discount at any Wal-Mart pharmacy.

General guidelines

Employees who purchase prescriptions locally are responsible for paying for the prescriptions at the time of purchase, like the current program. Discounts only apply on prescriptions at Keltsch and Wal-Mart.

Only the mail-in program has no deductible and no claim forms.

"Prescriptions aren't the first thing most of us think of when we talk about the high cost of health care, but they do add up quickly," said Karen Horn, Manager of Health Care Cost Containment. "These new programs are designed to help lower the cost to employees and to GE." ■

20 Broadway employees rewarded for knowing current safety slogan

Twenty Broadway employees know first-hand that "safety pays."

To symbolically show they are serious about safety, Broadway management decided to



Front row (from left): Elias Shaheen, Sheila Floure, Isabella Harper; back row: David Stark, Thomas Brownlee, Bob Wyatt.

ask all the employees to recite the current safety slogans.

Twenty people knew at least one of the two slogans, and they were each rewarded with hams.

The slogans are, "Let's make safety a full-time job" and "We appreciate the quality in '91. Have a Happy Holiday." ■

Make S&SP withdrawals by December 24 to receive your funds in 1991

If you're planning to make an end-of-year withdrawal from your Savings & Security Program (S&SP) account and you want it considered as a 1991 transaction for income tax purposes, you'll need to make your request to the GE Transaction Processing Center (TPC) by Dec. 24, 1991.

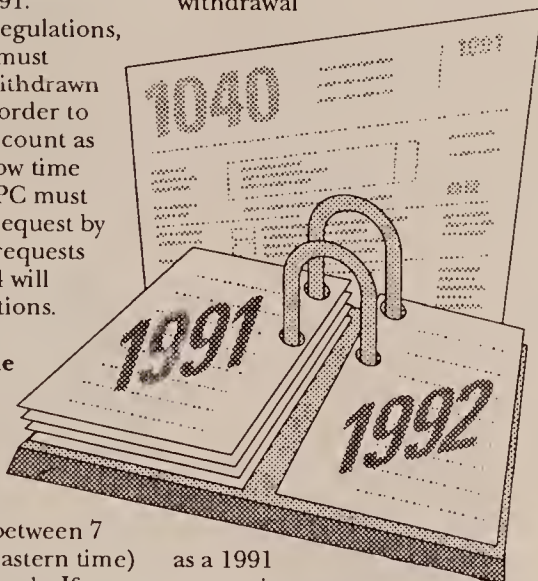
According to IRS regulations, an S&SP participant must actually receive the withdrawn money by Dec. 31 in order to have the transaction count as 1991 business. To allow time for processing, the TPC must have the withdrawal request by Dec. 24. Withdrawal requests received after Dec. 24 will become 1992 transactions.

Transactions by phone

A withdrawal can be made by phone by calling the TPC at 1-800-432-4313. Using a touch-tone phone, you may call between 7 a.m. and midnight (Eastern time) daily, including weekends. If you are using a rotary phone or need to speak to a Plan Specialist, call between 8 a.m. and 5 p.m. (Eastern time) weekdays, and press "0."

Deadline for mailed documentation, too

Employees seeking emergency or deferred-pay withdrawals must also make sure that the required documentation is received by mail at the TPC no later than Dec. 24 in order to qualify the withdrawal



as a 1991 transaction.

The TPC's address is:
GE Transaction Processing Center
P.O. Box 44079
Jacksonville, FL 32232-4079 ■

Briefs

GE employee discount available from Grainger

As a result of a purchasing agreement recently negotiated between GE Motors and Grainger, all GE employees are now eligible to purchase items for their personal needs from Grainger at GE corporate discounted prices. For most items, this will mean savings of at least 15% from Grainger's published catalog pricing. GE employees need only to provide proof of GE employment at the time of purchase and can pay for purchases with cash, check or credit card.

Grainger is the nation's leading distributor of commercial and industrial equipment and supplies. Grainger is also a major customer of GE Motors. The Fort Wayne area is served by the Grainger branch located at 1617 Dividend Road, (in the industrial park off U.S. 30).

Fort Wayne GE retiree information now on line

Beginning in January 1992, the GE News will no longer be sent to Fort Wayne GE retirees. Letters were sent to all those on the mailing list with this, their last edition. The change is part of a cost-reduction plan for 1992. Copies of the GE News will be available in the news boxes at all plant gates and at the GE Club Lanes.

To help meet retiree information needs regarding potlucks, reunions, etc., a special Fort Wayne GE retiree information line has been installed. The telephone number is 428-2929. Recorded information will be regularly updated so that callers can have current information of interest to them.

Next GE News will be January 10

The next issue of GE News will be Friday, Jan. 10, 1992. The GE News (for Fort Wayne GE) will be published the first, second and third Friday of each month. The Motors News, circulated to all GE Motors employees at all locations, will be published monthly, on the fourth Friday.

ReadiLoan repayment to provide added flexibility

S&SP ReadiLoan, already a flexible way to access money in the Savings & Security Program, will become even more flexible in 1992. Beginning in January, employees will be able to directly choose the investment in which their ReadiLoan repayments are invested. What's more, participants will be able to change that investment choice monthly. Prior procedures had repayments being applied based on the current election for ongoing basic savings.

ReadiLoans offer S&SP participants a way to use the funds in their account without the tax penalties associated with most withdrawals. Employees with current ReadiLoan balances have been sent a letter describing how to elect their repayment investment. For more information about this or any aspect of S&SP, call the GE Transaction Processing Center at 1-800-432-4313.

GE Club Adult Travel Group plans trip East

The GE Club Adult Travel Group is planning a trip June 22-27 for GE employees, retirees and spouses. The trip includes stops at New York City, Ellis Island, Philadelphia, Atlantic City, Lancaster (Pennsylvania) and Gettysburg. A deposit of \$100 is required to hold a seat. More information is available from Helen Thieme, 447-9342. The trip is limited to 40 people.

Reception Center, Badging/Parking Services closed for holidays

The Reception Gate at East Broadway will be closed from December 23 through January 3; it will reopen on January 6. Visitors during this time may enter through the Lindley Street Gate. The Lindley gate and the Taylor Street West Gate will remain open during the holidays.

The employee badging and parking permit office also will be shut-down from December 23 through January 3, 1992. The office will again be open on January 6. Motors and Transformer employees who need more immediate attention should contact Gerald Houser, 428-2376.

Medical Clinic, EAP office announce holiday schedule

Hours for the Medical Clinics will be different during the holiday period. The Taylor Street Medical Clinic will be closed December 23 through January 1. Regular hours will resume on Thursday, Jan. 2, 1992.

The Broadway Medical Clinic will be open with limited staff from 8 a.m. to 4 p.m. on December 23, 26, 27, 30 and 31. It will be closed on holidays (December 24, 25 and January 1). In case of an emergency, someone is available at 428-7911. Security will respond and call the EMS, if necessary.

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Ads

For Sale:

Merc. Lynx parts, inter. doors, solid wood
24"x30" + 54"w., Hobiocat sailboat; 489-3844.

Solid oak pict. frames, chrome clocks; 422-7103.
IBM PC XT, mouse, etc., \$400; 485-7811 eves.
LaBra for '88 Chevy Beretta; 456-2528 eves.

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